



# MARPOSS

## Marposs Group

### Modern Slavery and Human Trafficking Statement for the year ending 31 December 2018

This statement relates to the financial year ending on 31 December 2018. It sets out the steps that we (Marposs Group) have taken as an organization to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our business.

Marposs Group does not and will not tolerate slavery or human trafficking in its business or supply chain and we are committed to continually improving our policies and practices to play our part in fighting against slavery and human trafficking, and protecting human rights.

Marposs Group is leader in designing, developing, manufacturing, marketing and selling of standard and bespoke systems and software to measure, control and monitor dimensions, leakages, geometries and surface quality of components and assembly solutions for various industrial sectors like for example automotive, transportation, aerospace, machining, food packaging, medical & pharma, pumps and compressors, electric and electronics.

Marposs Group owns manufacturing units in Italy (8), in Germany (4), in France (2), in USA (3), in China (2) and in Mexico (1) and through its distributing companies and a network of independent agents and distributors commercializes its products and provides for after sales services all over the world. Marposs Group has also departments of R&D, sales and administration across the world. The parent company of Marposs Group is Marposs S.p.A. based in Italy.

Marposs Group has today more than 3600 direct employees: 1350 work at the Italian headquarters and at the other Italian premises, 830 in the rest of Europe, 360 in the Americas and 1110 in Asia. More information can be found at the web address <https://www.marposs.com/eng/company-profile/you-and-us>.

Marposs Group is committed to ensuring that the human rights of our employees, and those of the people working within all our supply chain are protected.

We have adopted a code of conduct, the "Marposs Integrity Code", which is addressed not only to our management and employees, but also to any natural or legal persons working for us on a contractual basis. The Marposs Integrity Code sets our ethical principles and standards of behavior, among those there is the value of Human Resources.

We have assessed the risk related to the issues of human trafficking and forced labor within our supplier base. Our assessment has taken into consideration the business sector, the geographical area, products and services purchased and suppliers' performance.

Our main products and services generally belong to the market segment of the high precision equipment for the manufacturing industry. Due to this, our business cannot typically be considered a seasonal work. In addition to that, specific knowledge and skills are necessary for developing, manufacturing and providing services to our products.

However, we do buy a wide range of goods and services, some of them are used for our business (IT hardware, cleaning, etc.) and others are incorporated and integrated in the products we sell to our customers. Due to the nature of our business, to where we operate and to what we manufacture and sell, we believe the inherent risk of modern slavery and human trafficking occurring in our business is low. Nonetheless, we take our responsibility to identify and effectively respond to any incidents of modern slavery and human trafficking very seriously.

In our internal organizations and structures, the processes and procedures are adequate to ensure a safe and inclusive working environment for our personnel and avoid that even inadvertently, we employ anyone who is a victim of any of the forms of modern slavery.



To date, we have not identified any suspected incidents of modern slavery in our internal organizations and supply chains.

Regarding our external supply chains, in 2018 we have taken into consideration our most risky suppliers (110) and we have assessed their performance about corporate responsibility and, in particular, with reference to human and labor rights. All of them have completed the self-assessment questionnaire. Based on their responses, they have been assessed to be working at the sufficient level to mitigate the risk of modern slavery forms.

In addition to that, our approach is to carry out an assessment at the factory of new relevant supplier and visit periodically our current suppliers also for conducting an ethical audit at their premises.

We have delivered specific training to our purchase department to make them equipped with the necessary knowledge and awareness to correctly carry out ethical audits with our supplier base.

We will continue to review the steps we are taking to combat modern slavery and human trafficking in our business and supply chains and to make improvements to our policies and practices necessary to that purpose.

ALESSANDRO STRADA

A handwritten signature in black ink, appearing to read 'Alessandro Strada', with a long horizontal flourish extending to the right.

*Managing Director*

**Marposs S.p.A.**