

Statement on Modern Slavery and Human Trafficking

Anton Paar Ltd., pursuant to Section 54 of Modern Slavery Act 2015

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1 Introduction

Modern Slavery is an international crime affecting people regardless of age, gender and ethnicities. Modern slavery refers to the offences of Human Trafficking, slavery, servitude, and forced or compulsory labour. We Anton Paar Ltd., (further referred to as “us” and “our”) as well as all other subsidiaries and affiliates of Anton Paar GmbH are fully committed to ensuring there is no aspect of Modern Slavery within our supply chains and operations. We operate a zero-tolerance approach towards all forms of Modern Slavery including Human Trafficking and Child Labour. For this reason, it is important to us to check internal and external processes carefully and thus exclude the presence of Modern Slavery.

2 Business and organization

Anton Paar develops, produces and distributes highly accurate laboratory instruments and process measuring systems, and provides custom-tailored automation and robotic solutions and is the world leader in the measurement of density, concentration and CO₂ and in the field of rheometry. It is headquartered in Graz, Austria and operates manufacturing subsidiaries in Austria, Germany, Switzerland and USA as well as sales and service subsidiaries all around the world.

Anton Paar GmbH is owned by the charitable Santner Foundation. This foundation may only use the proceeds for charitable purposes in the fields of scientific work, research of public utility in the fields of natural science and technology as well as the prevention of drug or other addictions and the rehabilitation of addicts. We feel responsible for society and contribute to the common good. Solidarity and subsidiarity represent important cornerstones for our actions.

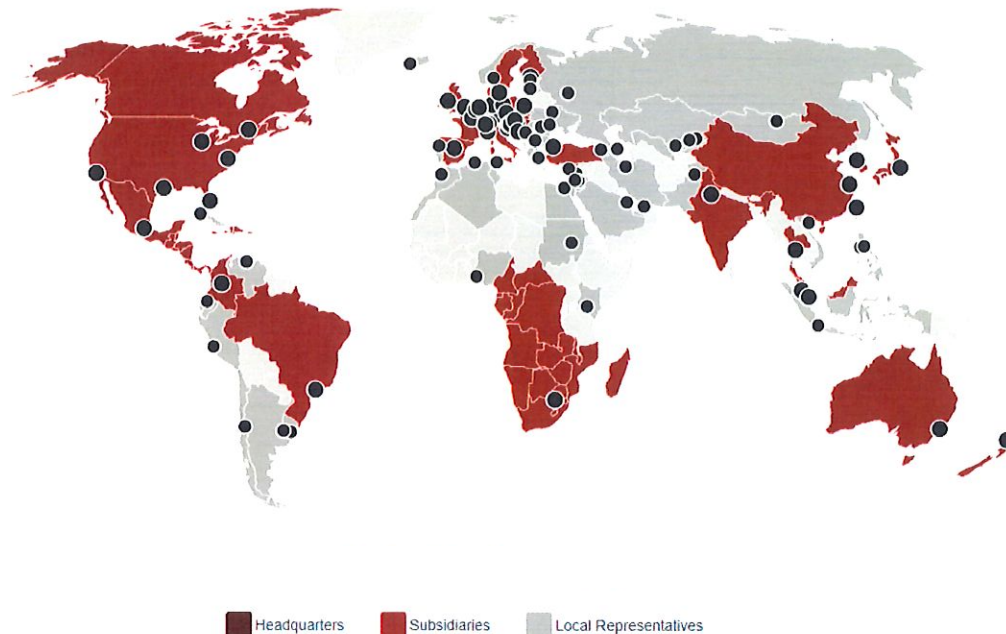
Our company values can be found here: <https://www.anton-paar.com/uk-en/about-us/how-we-work/>

Anton Paar Ltd is a subsidiary of Anton Paar GmbH and acts as the regional sales office in the United Kingdom and Ireland. It also provides preventative maintenance, repair and training for Anton Paar instruments. All instruments sold by Anton Paar Ltd. are purchased from producing companies within the Anton Paar Group of companies.

All subsidiaries within the Anton Paar Group adhere to the same principles and reject Modern Slavery and human trafficking in every aspect. For Anton Paar, success means being able to provide our employees with an interesting, secure and long-term place of work. Our goal is that every single employee sees a value in his/her work, is able to develop his/her talents and put their individual skills to use. In an innovation-friendly atmosphere ideas are created for new products. In our high-tech workshops, production and assembly these ideas are then turned into reality. Our goal is to ensure the highest possible quality of every single measuring instrument.

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3 COVID-19

The COVID-19 pandemic accompanied us throughout much of the 2020 financial year. During these difficult times it has been important to maintain relationships with employees, suppliers and customers in order to manage our way through the pandemic together. Our crisis management system has successfully guided us through this period so that no significant changes were necessary in our relationships with employees, suppliers and customers. We have therefore continued to ensure that there is no aspect of Modern Slavery within our supply chains and operations.

4 Policies in relation to Modern Slavery

Derived from our company culture statement, Anton Paar GmbH and its subsidiaries also set out principles of compliance towards ethical values as well as transparent and ethical business conduct in our global Business Code of Conduct. This Code of Conduct is binding for all Anton Paar employees worldwide. All employees are encouraged to report potential violations and direct clarification of compliance matters to the independent compliance office by email or telephone at any time, not only for issues regarding Modern Slavery and Human Trafficking, but also for any other potential violation of law or violation of our Business Code of Conduct.

The global Code of Conduct is accessible to employees at any time. In addition, it can also be requested by external parties.

5 Supply Chains

All instruments sold by Anton Paar Ltd. are manufactured in low-risk areas in Austria, Germany, Switzerland and the United States based on Modern Slavery Ratings of the Walk Free Foundation. Nevertheless, the producing companies in these countries do source products and services such as electronic components from third parties. Therefore, further actions to prevent Modern Slavery and Human Trafficking are taken by the producing subsidiaries in respect of their supply chains.

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6 Due diligence and supplier adherence

As we are committed to operate our business with the highest standards of ethics and integrity, we expect the same standards from all our suppliers, contractors and other business partners.

Anton Paar Ltd. does not carry out specific supplier due diligence on Modern Slavery and Human Trafficking as these measures are taken by our producing entities. Most of the other goods and services are purchased from companies within the United Kingdom which are also bound by the Modern Slavery Act 2015. It is a focus of the organisation to receive written statements that all suppliers of Anton Paar Ltd. comply with the Modern Slavery Act 2015.

7 Training and awareness

Compliance trainings with an emphasis on fighting Modern Slavery are part of our new global compliance programme. A special focus is given to training for our purchasing departments and other relevant members of staff to ensure they are aware of our zero tolerance approach at all time. Our employees are the key in fighting Modern Slavery and Human Trafficking.

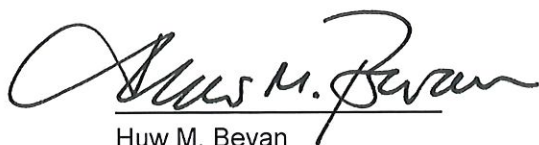
8 Parts of business with high risk of Modern Slavery

Although Anton Paar Ltd does not operate within a high risk sector, we will nevertheless continue monitoring and auditing our supply chains in accordance with our policies. In the event we face any issue of Modern Slavery occurring in our supply chain, we will work with the respective supplier to implement immediate action to eradicate it.

Our robust recruiting processes include checks for eligibility to work in the United Kingdom and Ireland. All new employees are subject to pre-employment checks about their identity and right to work in these countries.

9 Approval for this statement

This statement on Modern Slavery and Human Trafficking for the financial year ending December 31st 2020 was approved by the Board of Directors on April 14th 2021 and is made pursuant to the requirements of Section 54 of the Modern Slavery Act 2015.



Huw M. Bevan
Managing Director

14/4/21
Date