

## AMETEK Modern Slavery Act Transparency Statement

AMETEK is committed to a strong compliance culture which is fundamental to its continued growth as a preferred world leader in a wide range of industrial products. In the following statement published pursuant to the Modern Slavery Act 2015, we provide details of our policies, procedures and practices aimed at eradicating slavery and human trafficking from our global supply chain. Our statement covers AMETEK, Inc. and its subsidiaries. References to "AMETEK", "we", "us" or "our" refer to AMETEK, Inc. and its subsidiaries as well.

### Organisation

AMETEK, Inc. is a leading global manufacturer of electronic instruments and electromechanical devices with 2016 sales of \$4.0 billion. AMETEK employs approximately 15,000 colleagues at more than 150 manufacturing locations in 30 countries around the world. Supporting those operations are more than 100 sales and service locations globally.

Within the United Kingdom, AMETEK operates 14 separate businesses:

- Advanced Measurement Technology (Sales/Service)
- AEM (Service)
- Air Technology (Manufacturing)
- AMETEK (GB) (Sales/Service)
- Fine Tubes (Manufacturing)
- Land Instrument International (Manufacturing)
- Milmega (Manufacturing)
- Muirhead Avionics (Service)
- Nu Instruments (Manufacturing)
- Powervar (Sales/Service)
- Solartron Analytical (Manufacturing)
- Solartron ISA (Manufacturing)
- Solartron Metrology (Manufacturing)
- Taylor Hobson (Manufacturing)

Our businesses include manufacturing, designing, building and distributing products worldwide. Other services businesses provide sales, service, and

repairs, on behalf of AMETEK business located outside the United Kingdom, or the service and repair of 3<sup>rd</sup> party products and equipment.

### **Supply Chain Structure**

Within the United Kingdom businesses, AMETEK utilizes over 1,000 suppliers for direct, production materials; 1,500 additional suppliers provide indirect, non-production goods and services.

Our suppliers are based throughout the world and vary in size and amount spent. Direct material suppliers are subject to a qualification process before they are authorized to supply products or services to us. We encourage suppliers to achieve and maintain international quality standards and accreditations. Suppliers are audited by the relevant issuing authorities and AMETEK to ensure compliance with quality standards and other regulatory requirements. Indirect suppliers are subject to a similar approval process.

Our products are sourced from 65 countries and modern slavery risks have the opportunity may be present in various locations. Our initial focus will be on the more vulnerable areas and populations and include direct material suppliers and sub-suppliers in Southeast Asia, China and Eastern Europe along with indirect service providers in the cleaning, security and catering industries in the United Kingdom.

### **Organisational Policies**

AMETEK values a culture with a commitment to the highest standards of corporate responsibility and ethical behaviour. AMETEK promotes diversity and fosters cultures and work environments based on respect and empowerment; and supports programs, via the AMETEK Foundation, that focus on education, health and welfare, and civic and social needs in communities where we operate.

AMETEK is committed to ensuring our operations and supply chain are free of slavery or human trafficking. Our expectations are reflected in the AMETEK Code of Ethics and Business Conduct, to which our employees are bound. The to be issued Supplier Code of Conduct and Ethics Handbook, includes our expectations of suppliers and incorporates principles of international labor and human rights.

Suppliers will agree that their operations comply with all applicable laws including the right to freely choose employment, a workplace free of harassment and discrimination and a prohibition of child labor.

### **Due Diligence**

In an effort to proactively identify and mitigate certain risks of Modern Slavery, we conduct annual supplier surveys of our top 100 suppliers (selected on the basis of spend and risk analysis). Such suppliers are requested to confirm efforts to identify and manage Modern Slavery in their supply chains and operations. Replies are documented, reviewed and analysed for follow up.

AMETEK intends to specifically target suppliers in areas of known increased risk for Modern Slavery (geographic area and/or industry specific). Suppliers will be asked to confirm proactive measures they are undertaking to identify and manage their supply chains and operations regarding Modern Slavery.

AMETEK will include language in supplier facing contracts, and purchase order terms and conditions, to acknowledge Modern Slavery legislation, require Supplier representations and impose contractual penalties on violations which will include AMETEK's right to suspend work or terminate the supply relationship.

### **Assessing & Managing Risk**

Risk Management in the supply chain for AMETEK is the responsibility of all employees and suppliers.

AMETEK will develop and implement Modern Slavery audit checklists to be incorporated into our supplier audit processes, document the replies and analyse the responses. Audit results will allow AMETEK to identify and mitigate issues at a global and regional level as well as specific supplier's and sites.

The senior UK supply chain team will meet regularly to review the responses, consider country and industry sector risks, and develop strategy plans for future action.

## Training

AMETEK have developed and conducted training for specific groups of employees to educate them on the risks and factors related to Modern Slavery. AMETEK will maintain training records and implement appropriate refresher training periodically.

## Open Communications

AMETEK encourages a culture where employees with concerns are encouraged to voice their concerns without fear. AMETEK provides multiple communication channels including an ethics hotline to report matters of concern. Alleged violations of our Code of Ethics and Business Conduct and Supplier Code of Conduct will be viewed seriously and responded to promptly.

## Performance Indicators

To determine compliance with Modern Slavery legislation and AMETEK policy, we will develop specific metrics which will include:

Number & Percentage of senior staff trained

Number & Percentage of supply chain staff trained

Number of audits conducted with Modern Slavery questions

Number of responses from supplier questionnaires on Modern Slavery

Performance indicators will develop over time as responses are analysed and risk areas identified.

For AMETEK European Holdings Limited

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