

INTRODUCTION

This statement is made pursuant to s.54 of the UK Modern Slavery Act 2015 and sets out the steps that the CeramTec Group has taken and is continuing to take to ensure that Modern Slavery is not taking place within our supply chains and operations.

The term “Modern Slavery” encompasses slavery, servitude, human trafficking and forced labour. The CeramTec Group has a zero tolerance approach to any form of Modern Slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of Modern Slavery taking place within our supply chains and operations.

ORGANISATION

CeramTec GmbH is headquartered in Plochingen, Germany and sells its products throughout the world, including the United Kingdom. With more than 3,500 employees and production sites and subsidiaries in Europe, America and Asia, the CeramTec Group as manufacturer and supplier has a worldwide presence.

OUR BUSINESS

Advanced ceramics from CeramTec are used in the vehicle and automotive engineering, electronics, energy and environment, equipment and mechanical engineering and in many other applications.

OUR SUPPLY CHAINS

Within our supply chains raw materials and components are sourced on a global basis. Thus we conduct due diligence on all suppliers, operate a supplier policy and maintain a released supplier list. Only those suppliers may become a released supplier, who successfully pass our due diligence process and have confirmed to us in writing that:

- they have taken steps to eradicate Modern Slavery within their business and
- they urge their own suppliers to abide by the provisions of the Modern Slavery Act.

In each case we reserve the right to terminate a supplier contract at any time should any instances of Modern Slavery in the sphere of the respective supplier’s responsibility come to light.

OUR POLICIES ON MODERN SLAVERY

We operate a number of internal policies and processes to ensure that we are conducting business in an ethical and transparent manner. These include:

- CeramTec Code of Conduct (This code explains the manner in which we behave as an organization and how we expect our employees and suppliers to act)
- Recruitment process. We operate a robust recruitment process, including conducting eligibility to work in the (UK) checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Supplier Code of Conduct
- Responsible Supply Chain Handbook
- Supplier Handbook.

**Geschäftsführung/
Management Board:**
Dr. Hadi Saleh
(Vorsitzender/CEO)
Dominique Janbon (CFO)

Aufsichtsrat/Supervisory Board:
Dr. Günter von Au
(Vorsitzender/Chairman)

Sitz der Gesellschaft/Company Registered Office:
Plochingen
Amtsgericht Stuttgart/Stuttgart District Court
Handelsregister-Nr. HRB 73 48 26/
Commercial Register No. HRB 73 48 26

TRAINING

We regularly conduct training for our procurement/buying teams so that they understand the signs of Modern Slavery and what to do if they suspect that it is taking place within our supply chain.

OUR PERFORMANCE INDICATORS

We will know the effectiveness of the steps that we are taking to ensure that Modern Slavery is not taking place within our supply chain and operations if:

- No reports are received from employees, the public, or law enforcement agencies or our suppliers to indicate that Modern Slavery practices have been identified.

APPROVAL FOR THIS STATEMENT

This statement was approved by the Executive Board on 24.04.2018.

Dr. Hadi Saleh (CEO)

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