

## UK Modern Slavery Act Transparency Statement

This serves as the AMETEK transparency statement under Section 54 of the UK's Modern Slavery Act 2015 (the "Act").

AMETEK is committed to upholding fundamental human rights. We believe that all people around the world should be treated with dignity, fairness and respect. You will find below details of our policies, procedures and practices aimed at eradicating slavery and human trafficking from our global supply chain.

### Organisation

AMETEK, Inc. is a leading global manufacturer of electronic instruments and electromechanical devices with 2020 sales of \$4.5 billion. AMETEK has over 16,500 colleagues at more than 150 manufacturing locations around the world. Supporting those operations are more than 100 sales and service locations across the United States and in 30 other countries around the world. AMETEK has been listed on the New York Stock Exchange (NYSE) since 1930 and is headquartered in Berwyn, Pennsylvania.

Within the United Kingdom, AMETEK consists of 14 separate businesses:

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

Some of our businesses are manufacturing businesses, designing, building and distributing product worldwide. Other businesses are sales/service/repair businesses, either acting on behalf of an AMETEK business located outside the United Kingdom, or servicing/repairing 3<sup>rd</sup> party products and equipment.

## Supply Chain Structure

Within the United Kingdom businesses, AMETEK uses over 1,000 suppliers for direct, production materials; plus another 1,500+ suppliers for indirect, non-production goods and services.

These suppliers are based throughout the world and vary considerably both in terms of size and amount spent with them. All our direct material suppliers are subject to an approvals process before they are permitted to supply products or services to AMETEK. Many hold international quality standards and accreditations and are regularly audited both by the issuing authorities and ourselves, to ensure ongoing compliance to quality standards and other regulatory requirements. Indirect suppliers are subject to a similar approval process.

Within the AMETEK Supply Chain, modern slavery risks may appear in many places but we believe the highest risks will be with direct material suppliers and sub-suppliers operating in SE Asia, India, China and Eastern Europe; and with indirect service providers in the cleaning, security and catering industries in the United Kingdom.

## Organisational Policies

At AMETEK, our core is built on strong values, sound corporate governance and detailed oversight of compliance and risk management.

Our Core Values:

- Ethics & Integrity
- Respect for the Individual
- Diversity & Inclusion
- Teamwork
- Social Responsibility

AMETEK is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This is reflected in several [Corporate Governance](#) policies and procedures, including:

- [AMETEK Code of Ethics and Business Conduct](#), which is issued to all employees and which they are expected to comply with;
- [Supplier Code of Conduct and Ethics Handbook](#), which is issued to all significant Suppliers to AMETEK;
- [Purchase Terms & Conditions](#), which are used for all supplier contracts and purchases;
- [Human Rights Policy](#), outlining AMETEK policies in this area;
- [Salient Human Rights Issues](#), specifically highlighting our ongoing commitments

## **Due Diligence**

As part of our efforts to identify and mitigate risk of Modern Slavery, we have conducted supplier surveys for our top 100 suppliers (selected by spend and risk analysis) and ask them to confirm what they are doing to manage their supply chains and manufacturing operations, regarding Modern Slavery. Replies have been documented and in forthcoming years further surveys will enrich and broaden the review process.

In addition, AMETEK will specifically target all suppliers in areas of known risk (geographic area and/or industry specific), and ask them to confirm positively what they are doing to manage their supply chains and manufacturing operations, regarding Modern Slavery

## **Assessing & Managing Risk**

Risk Management for AMETEK is the responsibility of all employees, overseen by the Director – Strategic Procurement Europe.

AMETEK will continue to enhance and deepen the content of our audit documentation, to acknowledge Modern Slavery legislation and find better ways to uncover instances in this regard.

On an annual basis, the Risk Management members of the UK supply chain team will meet to review the responses, consider country and industry sector risks, and develop action plans for future action.

### **Training & Effectiveness**

All full-time employees who interact with suppliers and customers are required to certify annually as to their compliance with key AMETEK policies including the code of conduct, conflicts of interest and anti-corruption. In 2019, compliance surveys were sent to nearly 11,000 AMETEK employees with a response rate of over 93%.

Signed

A handwritten signature in blue ink, appearing to read 'BPWJ', with a long, sweeping flourish extending to the right.

Director

AMETEK European Holdings Limited  
23<sup>rd</sup> March 2021