

## **LAIRD'S SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### **Introduction**

This statement constitutes the slavery and human trafficking statement for the Laird group (being Al Ladder Limited and its subsidiaries) ("Laird") for the financial year ended 31 December 2020 pursuant to section 54 of the Modern Slavery Act 2015. It confirms our position in respect of such matters and highlights the steps we have taken to ensure that there is no slavery or human trafficking known to be taking place within Laird or its supply chains. While only part of Laird falls within the ambit of Section 54 (as the majority of its group companies are incorporated and operate outside the UK), Laird has decided to make the statement in respect of its whole group.

### **Our Commitment**

Laird is committed to supporting work environments that are free from human trafficking, forced labour and unlawful child labour. We strongly believe that we are responsible for promoting ethical and lawful employment practices. These practices should operate not only within Laird but also our suppliers. We therefore seek to require these practices from our suppliers. We also expect our customers to require them from us.

### **Our Business, Structure and Supply Chains**

Laird is a global technology company focused on providing systems, components and solutions that protect electronics from electromagnetic interference and heat, and that enable connectivity in mission-critical wireless applications and antenna systems. Our aim is to be a trusted partner to our customers by delivering problem-solving solutions through innovation, reliable fulfilment and speed.

We operate across North America, Europe and Asia. Our global footprint means our businesses work with suppliers in a large number of countries with varying cultures, laws and standards of living. We source products from a combination of global and regional suppliers.

### **Our Approach**

Laird has adopted a specific policy against Human Trafficking and Slavery which sets out the standards it expects in this particular area such as forbidding the use of forced labour, the employment of children for economic exploitation or where it is harmful to a child's wellbeing and human trafficking. It goes further however and requires such things as a safe and healthy working environment and preventing discrimination, harassment or other forms of abuse.

Laird's Code of Conduct also specifically references Laird's approach to anti-slavery and human trafficking. Both the Code of Conduct and Human Trafficking and Slavery Policy are reviewed periodically.

In addition to Laird's Human Trafficking and Slavery policy, Laird maintains and issues to suppliers a Supplier Code of Conduct which sets out what Laird expects more generally from its suppliers. The Supplier Code of Conduct also encourages Suppliers to comply with the Responsible Business Alliance Code of Conduct (<http://www.responsiblebusiness.org/code-of-conduct/>) in its entirety including its elements related to Labour, Health and Safety, Environment, Management Systems and Ethics.

Laird believes the same standards should apply to itself, its suppliers and to its suppliers' suppliers. It therefore also requires its suppliers to impose the same standards on their suppliers.

### **Supplier Assessments**

Laird has a review process in place to cover the appointment of new suppliers which includes checking their financial and employment practices. Failure to achieve the requisite standards may result in the appointment not being made.

As it is not practical to carry out a physical audit on every supplier, every new supplier wishing to do business with Laird must sign an acknowledgement that they have read the Supplier Code of Conduct and that they intend to comply with it. They are expected to review and acknowledge compliance on request and report any violations.

Failure to comply may result in the delisting of the supplier from the approved supplier list.

### **Training**

We are reviewing and refreshing our employee training needs and other measures to reinforce Laird's policies and expected standards of conduct.

### **Raising Concerns**

Employees can raise concerns or suspicions of slavery or human trafficking to a supervisor or manager. They can also speak to human resources or contact Laird's confidential disclosure facility, which is operated by an independent third party and to which reports may be submitted anonymously. Any reports submitted are assessed and investigated. There were no reports of slavery or human trafficking in 2020.

### **Effectiveness of Approach**

Laird is committed to ensuring that, in so far as it is reasonably practical, slavery and human trafficking does not exist in any form in its group or in its supply chain. The procedures it adopts seek to eradicate slavery from itself and its supply chain. However, in part, the effectiveness of these procedures depends upon the support of third parties in Laird's supply chain. Laird will continue to push for compliance within its supply chain and seek to identify and remove from its supply chain any parties that do not share the same values.

This statement was approved by the Board of Directors on 11<sup>th</sup> March 2021.



**Robert Hitt**  
Director  
AI Ladder Limited