

Renishaw plc

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Renishaw plc – Slavery and Human Trafficking Statement

Financial year ended 30th June 2025

This statement is made in fulfilment of our obligations under Section 54, Part 6 of the UK Modern Slavery Act 2015 (“Modern Slavery Act”) and sets out the steps we have taken within the financial year ended 30 June 2025 to ensure slavery and human trafficking (“Modern Slavery”) does not take place within our organisation or our tier 1 supply chain.

Summary

Renishaw is committed to ensuring that the human rights of our employees, and those of the people working within all our supply chains are protected. The creation of a ESG Steering Committee, chaired by the Chief Executive further demonstrates our commitment to maintaining social responsibility, whilst meeting legislative requirements. We continue to reinforce our expectations of suppliers and employees through our Code of Conduct (“the Code”). It is incorporated into our new starter induction programme, and is also sent to all new suppliers, along with a copy of our Modern Slavery policy before we start to do business with them. Our cross-functional working group (“Working Group”) brings together our purchasing and sustainability teams under the sponsorship of the Director of Group Manufacturing. The business appointed Slave Free Alliance ¹ to identify how our approach to Modern Slavery can be further enhanced to meet the changing regulatory landscape and we have improved our approach to include their recommendations made.

Organisation, structure, and supply chains

Renishaw plc is a UK-based engineering company. We operate manufacturing units within the UK (5), Ireland (1), Germany (1), France (1), and India (1). These are either part of Renishaw plc or wholly owned subsidiaries and all report into our senior management team based in the UK. In addition, Renishaw has R&D, sales, and administration locations across 36 countries. Our suppliers are divided into different groups that serve local Renishaw locations, however the majority of our purchasing spend is undertaken by the Group Manufacturing Services Division, which conducts procurement for our Group Manufacturing Services and Corporate Services Divisions. A newly created UK Procurement Compliance Team ensures implementation of the due diligence process. Our supply chains operate globally and include a small number of countries, commodities and industries that we consider to be at higher risk for modern slavery. We actively monitor these areas and concentrate much of our mitigation efforts there. Our larger subsidiaries are in India, Germany, China, Hong Kong, the United States and Slovenia. We buy a wide range of goods and services, from raw materials to waste disposal services. Some of these products and services we use within our own business (“Non-Production”) and others we incorporate in the products that we sell (“Production”).

¹ Slave Free Alliance is an international social enterprise which supports organizations to build their resilience to modern slavery and labour exploitation.

Registered office

New Mills, Wotton-under-Edge,
Gloucestershire GL12 8JR

Registered number

1106260, England

External supply chains

We continue to focus on our tier 1 suppliers by asking them to engage with us in communicating their approach to managing modern slavery risk. We also ask them to share what they are doing to mitigate the risk of modern slavery within their own organisation. We assess all tier 1 suppliers identified as in scope of modern slavery risk through the due diligence process outlined below and continue to do so for any new suppliers meeting our higher risk criteria.

Internal Operations

Further to our collaboration with the Slave Free Alliance, we are aware that modern slavery risk can occur within our internal operations. Our recruitment and payroll processes are being improved to include red flag checks for modern slavery risk.

Due diligence process

Our due diligence process is considered to be fit for purpose for adequately assessing risk and identifying any situations of modern slavery within our tier 1 supply chain. This process is set out below. The Modern Slavery Act impacts all suppliers in an organisation's supply chain. For the purposes of Renishaw's due diligence process, we have interpreted this to mean:

- all Production suppliers; and
- non-Production suppliers with whom we have had trading activity within the current or previous financial year or those we are looking to work with soon.

An initial top-level risk assessment is carried out for all tier 1 suppliers meeting the above definitions.

This assessment deems a supplier to be higher risk if it operates:

- in a high-risk country ²; or
- in a high-risk industry or commodity³

² High-risk countries are those in the top 85, by prevalence or number, on the Global Slavery Index issued by the Walk Free Foundation.

³ A high-risk industry or commodity is one defined by the US State Department in their Trafficking in Persons report.

If the supplier is identified as higher risk, we ask them to complete a Modern Slavery Self-Assessment Questionnaire, via a digital platform. The responses to these questionnaires are then rated by the platform and a response rate allocated to the supplier. If the rating falls below 75%, the Procurement Compliance team continue the assessment processes until they are confident the supplier understands its responsibilities and the importance of this work. Where necessary, we take further steps, including video meetings or on-site visits by our purchasing team for further assessment and training.

Training

Training on modern slavery and the due diligence process has been completed within all purchasing teams in the Group Manufacturing Services Division and functions responsible for procurement in Germany, China, Hong Kong and the United States. All employees have read our Code of Conduct and how it applies to individual roles. To date we have had over 98% of our people across the Group confirm adherence.

Progress report

We have not identified any suspected incidences of modern slavery among our high-risk, tier 1 suppliers. We continue to engage with these suppliers and have received responses indicating that they are taking appropriate steps to mitigate against modern slavery risks within their organisations. To ensure the robustness of our due diligence process, we aim to conduct internal audits of both our processes and their implementation, supporting continuous improvement.

This statement covers the period 1st July 2024 to 30th June 2025, has been approved by the Board and is signed on behalf of the Board by the Chief Executive Officer below.



William Lee
Chief Executive Officer