

Elektron Technology Slavery and Human Trafficking Statement

Preamble

Elektron Technology Plc and subsidiaries' (Elektron) Slavery and Human Trafficking Statement is made pursuant to section 54 of the Modern Slavery Act 2015 –“Transparency in Supply Chains”, and was approved by the Elektron Technology Plc Board of Directors on 6 September 2018. All Elektron Group companies rely upon this statement, where necessary, for satisfying the requirements of the abovementioned Act. Elektron are proud champions of human rights, and we are constantly looking to further our efforts in this area.

Our organization

Elektron designs and manufactures innovative technological products. Elektron is comprised of three core brands:

- Bulgin, developer of connectivity and switching solutions for demanding applications;
- Checkit, provider of a real-time operations management system; and
- Elektron Eye Technology, developer of equipment to screen and monitor the two leading causes of irreversible blindness.

As at 31 January 2018, Elektron had 986 members of staff across all offices, and had revenue of £30m. Elektron has a global sales network covering 130 countries and over 230 distributors/resellers/agents. Elektron's manufacturing operations take place in Tunisia and England.

Policies in relation to slavery and human trafficking

Elektron has several internal policies which protect human rights, all of which are contained in the Employee Handbook. These policies signify the firm stance Elektron takes against modern slavery and human trafficking, and state how an employee can raise any concerns.

All such concerns around human rights, forced labour, exploitation, or human trafficking should be reported to management, and the Executive shall investigate any such concern. Alternatively, any concern can be raised with a member of the Equality and Diversity Committee, or the HR Department. Elektron understands the importance everyone in our organization places on human rights, and therefore participation and protection at all levels of the organization is paramount.

Communication on slavery and human trafficking

As part of every employee induction, we identify our ethical stance against modern slavery and human trafficking in our supply chain, and highlight the relevant policies in the Employee Handbook. All current employees are aware of our stance on this issue, and have easy access to all of our relevant HR policies.

Actions taken in the past financial year

In the past financial year we have initiated the following with the aim of ensuring that slavery and human trafficking are not taking place in any part of our business or our supply chains:

Elektron Technology plc

Registered Address

Broers Building, JJ Thomson Avenue, Cambridge, CB3 0FA, United Kingdom

t: +44 (0)1223 371 000 w: www.elektron-technology.com

Registered in England and Wales No. 00448274

A review and update of the Employee Handbook, and all HR policies contained therein, to clearly state our commitment to human rights and detail how any employee can report in confidence any concerns of malpractice.

Expectations of suppliers

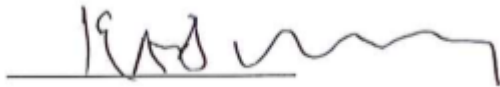
We expect our suppliers to uphold and advocate the same commitment to human rights that we do. This extends to, and beyond, modern slavery and human trafficking. Any supplier who is found to not be upholding these same principles will be reviewed and, ultimately, replaced if they do not modify their behavior.

Elektron's Commitment

We shall continue to monitor, review, and evolve our approach to modern slavery and human trafficking, as our knowledge of the risks presented by our business activities and suppliers deepens, and in line with guidance published by the UK government.

Approved by the Board

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Elektron Technology Plc (and subsidiary companies)'s slavery and human trafficking statement for the financial year ended 31 January 2018.



Keith Daley

Executive Chairman

Date: 6 September 2018

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