



Modern Slavery and Human Trafficking Policy

Policy purpose

This policy clarifies the approach of the Renishaw Group of companies (“the Group”) to modern slavery and human trafficking.

Scope

Compliance with this policy is mandatory for all directors, officers, employees, contractors, and any other individuals engaged in work for the Group.

| Policy number | Issue number | Change description | Effective date | Author | Reviewer | Owner |
|---------------|--------------|---|----------------|---|------------------------------|------------------------|
| CSR103 | 01 | First issue | 01/04/16 | Head of Sustainability | Head of Group Quality | Head of Sustainability |
| CSR103 | 02 | Updated to reflect new governance structure for ESG | 01/05/24 | Sustainability Lead for the Value Chain | Group Manufacturing Director | Head of Procurement |

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Renishaw is committed to doing business responsibly, by acting in a responsible ethical manner. We have a zero-tolerance approach to slavery and human trafficking (“modern slavery”).

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person’s liberty by another to exploit them for personal or commercial gain.

Renishaw prohibits the practice of modern slavery in all company operations and within our global supply chains. We have adopted a slavery assessment tool, which enables us to take a risk-based approach to mitigate modern slavery within our operations and supply chains. Through this assessment tool and the results from self-assessment questionnaires, further auditing may be identified as necessary.

Renishaw’s prohibition on modern slavery applies to all persons working for the Group or on its behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, suppliers and their supply chains, third party representatives and business partners.

Renishaw will promptly and thoroughly investigate any claim or indication that a supplier is engaging, directly or indirectly, in modern slavery. If a supplier is found in violation of this policy or the principles within the Renishaw Code of Conduct, Renishaw will take remedial measures to address the violation.

As CEO I take executive responsibility for this policy, the accountability of the implementation and compliance of this policy resides with the Group Manufacturing Director who has functional responsibility for sustainability.

Signed on behalf of Renishaw plc:

20/08/2024

23/08/2024

X Gareth Hankins

Group Manufacturing Director
Signed by: Gareth Hankins

X 

Chief Executive Officer
Signed by: William Lee