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The Modern Slavery Act 2015 (“*the Act*”) came into effect on October 29, 2015 and requires those entities carrying on a business or part of a business in the United Kingdom, supplying goods or services, and having annual turnover of £36 million or more to disclose information regarding the steps they have taken to eradicate slavery and human trafficking from their supply chain as well as within their own organization during the previous financial year.

Brooks Automation, Inc. (“*Brooks*”) publishes this Modern Slavery Act Statement on its corporate website in the name and on behalf of Brooks Automation, Ltd., FluidX, Ltd., Biofex, Ltd., 4titude, Ltd. and GENEWIZ UK, Ltd. (collectively, “*Brooks UK*”) for the fiscal year ended September 30, 2020:

### **UK Modern Slavery Act (“MSA”) Statement**

Brooks UK is committed to good corporate citizenship and the highest ethical standards. To fulfill these requirements, Brooks UK has established and maintains systems and controls to ensure that slavery and related human trafficking do not form part of the supply chain.

#### **BUSINESS AND ORGANIZATION**

The entities comprising Brooks UK are wholly owned by Brooks. Brooks UK delivers and develops Brooks’ services, consumables and infrastructure products for life sciences and works with global suppliers across a number of different fields including businesses with operations in US, Europe and Asia.

Brooks is a leading worldwide provider of automation and cryogenic solutions for multiple markets including semiconductor manufacturing and life sciences. Brooks' technologies, engineering competencies and global service capabilities provide customers speed to market and ensure high uptime and rapid response, which equate to superior value in their mission-critical controlled environments.

#### **VALUES AND TRAININGS**

Brooks UK is committed to sourcing quality products from suppliers who share its ethical values. Everything Brooks UK does is driven by Brooks’ Core Values, which are: Customer Focus, Achievement, Accountability, Teamwork, Employee Value and Integrity.

Brooks’ Standards of Conduct (“*Standards of Conduct*”) provides important guidelines for Brooks UK’s interactions with customers, suppliers and other business partners, and one another.

The Core Values are central to the Standards of Conduct and are at the heart of every decision Brooks UK makes. All colleagues are encouraged to raise concerns - this includes violations of (i) the Standards of Conduct; (ii) company policies; and (iii) the laws of the countries in which Brooks operates. Brooks UK has sophisticated reporting mechanisms in place to collect and relay information regarding potential violations to appropriate company resources for review and follow up.

Brooks UK conducts web-based and/or face to face training for employees to emphasize the importance of acting with integrity and in line with the Core Values and Standards of Conduct.

### **SUPPLY CHAIN AND DUE DILIGENCE**

Some of the Brooks UK suppliers are located in countries that may be more vulnerable to human rights abuses than others. That is why Brooks UK makes several efforts to implement a zero-tolerance policy for such abuses. Brooks UK therefore (i) clearly communicates its expectations to suppliers to ensure adherence of its values and ethical standards; (ii) establishes appropriate policies and processes within its businesses to make sure that the products it is selling meet the highest standards; (iii) utilizes both internal and external resources to evaluate the factories of its suppliers based in higher risk countries and audit them against recognized industry standards; and (iv) requires compliance provisions and agreement with the Brooks' supplier sustainability principles in its contracts.

For its sustainable logistics and quality management systems, Brooks UK has designed and implemented a number of processes to assess suppliers of the products introduced into the supply chain. The focus areas included in the assessment process include, but are not limited to, Commercial, Compliance and Quality Assurance. These supplier agreements include language that requires all suppliers to obey national and regional statutory requirements in the country in which they are operating, including any applicable national laws regarding human trafficking, forced labour and other forms of modern slavery.

If remediation is required, Brooks UK works with its suppliers to improve their standards with corrective action plans and on-going reviews to make sure the standards are maintained. Brooks UK aims to build relationships with its suppliers to ensure adherence to its values and ethical standards.

### **EFFECTIVENESS**

Brooks UK carries out periodic supplier audits and, where issues are identified, it works with the supplier to ensure improvements are made. These audits include interviews with workers and the management, inspections of production sites and document reviews. Audit findings or non-conformances are prioritized based on risk. Should a critical issue be identified, Brooks UK would

require a timely response from the supplier, and if a supplier failed to adequately remediate the issue, the relationships would be re-evaluated and, if necessary, terminated.

Brooks UK continuously evaluates its monitoring program to ensure all actions are consistent with industry norms, and it believes all efforts to date have been effective in preventing slavery and human trafficking from infecting its supply chain.

**This Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes Brooks UK's slavery and human trafficking statement for the previous financial year (FY20).**