

## **ANTI- SLAVERY AND HUMAN TRAFFICKING STATEMENT 2018**

Orbotech Holding U.K. Limited, its subsidiaries and affiliates (including, without limitation, the SPTS Technologies group of companies) (the “**Company**”, “**we**”, “**us**” or “**our**” as the context requires) is committed to preventing modern slavery and human trafficking within its business and supply chain.

We are a part of the Orbotech Ltd. Group. Our ultimate parent company is Orbotech Ltd. (NASDAQ: ORBK), which maintains its corporate headquarters, executive and registered offices and principal research and development, engineering and manufacturing facilities in Israel. As at December 31, 2018, the Orbotech Ltd. Group comprised over 2,600 employees operating from around 50 offices worldwide.

Orbotech Ltd. is a leading global supplier of yield-enhancing and process-enabling solutions for the manufacture of electronics products. With over 30 years of proven experience in product development and project delivery, Orbotech enables electronic device manufacturers to inspect and understand PCBs and FPDs to verify their quality (‘reading’); pattern the desired electronic circuitry on the relevant substrate and perform three dimensional shaping of metalized circuits on multiple surfaces (‘writing’); and utilize advanced vacuum deposition and etching processes in semiconductor manufacturing (‘connecting’). Orbotech refers to this ‘reading’, ‘writing’ and ‘connecting’ as enabling the ‘Language of Electronics’. Further details in respect of the Orbotech Ltd. Group can be obtained from [www.orbotech.com](http://www.orbotech.com).

### **Our Policies on modern slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery and Human Trafficking Policy (available upon request), together with our Code of Business Conduct and Ethics (available at [www.orbotech.com](http://www.orbotech.com)), reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

In addition to our legal obligations pursuant to the Modern Slavery Act 2015 and other applicable laws, we are a member (“supporter” level) of the Responsible Business Alliance (formerly the Electronic Industry Citizenship Coalition’s (EICC)). The RBA Code of Conduct (the “**RMA Code**”) contains ‘*standards to ensure that working conditions in the electronics industry supply chain are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.*’

### **Risk assessment processes**

As part of our commitment to preventing modern slavery and human trafficking within our business and supply chain we have:

- adopted our Anti-slavery and Human Trafficking Policy which is applicable to all employees and officers together with third parties that act on our behalf;

- raised awareness of the need to prevent modern slavery and human trafficking within our business;
- reviewed and, where appropriate, updated our supplier qualification questionnaires and procedures to allow us to investigate and audit our suppliers in respect of modern slavery and human trafficking; and
- conducted reviews of our top 20 suppliers and, to date, have not found any modern slavery or human trafficking in our business or supply chain.

Our suppliers are mainly UK based companies and are considered low risk.

### **Due diligence processes**

We have zero tolerance to slavery and human trafficking. To ensure that all those in our supply chain and contractors comply with our values we seek to:

- review and audit all existing and new suppliers to ensure that they have sufficient policies and procedures in place that reflect our commitments;
- impose contractual obligations on third parties to ensure that they adhere to all legal requirements and look to pass those obligations onto their employees, representatives and supply chain; and
- comply with our obligation under the RBA Code and request that our suppliers also adopt the RBA Code.

### **Training to raise awareness of modern slavery and human trafficking**

As part of our commitment to educate and develop our employees, we provide anti-slavery and human trafficking training in our induction programmes for all employees. Existing employees are provided with training on the Code of Ethics and whistleblowing procedures. Embedded within our policies and ethos, we actively encourage all employees to report any concerns or suspicions of our business falling short of its commitments not only in respect of modern slavery and human trafficking, but also in respect of other compliance matters such as general ethics, breach of anti-bribery laws, etc.

### **Measuring effectiveness – performance indicators**

In order to monitor the effectiveness of the steps we have taken to seek to prevent slavery and trafficking taking place in our business and supply chains we :

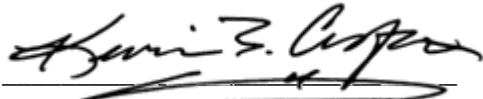
- regularly review the effectiveness of our Anti-slavery and Human Trafficking Policy and the Code of Ethics;
- test the awareness of staff on the risks of modern slavery and the firm's internal processes to address this, as part of a rolling risk and training programme;

- monitor and consider responses of those suppliers with whom we correspond with in relation to our modern slavery requirements;
- audit our suppliers post appointment; and
- continue our due diligence prior to using suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2018.

The entity/entities within our group of companies that fall within the reporting criteria of the Modern Slavery Act 2015 is/are:

- SPTS Technologies Limited (Registered in England and Wales, 07037852).



**Kevin Crofton**  
**President SPTS Technologies**  
**Corporate EVP Orbotech Holding U.K. Limited**

Date: 29<sup>th</sup> of March 2019