

Human Resources	Policy Issue No:	5
Modern Slavery Statement	Date:	Financial Year 2023/24

Purpose

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Protolabs has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Protolabs has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings.

Our Business

Protolabs provides rapid prototyping and on-demand production using 3 main services; injection moulding, CNC Machining and 3D Printing. Protolabs has manufacturing facilities and offices in eight countries. Protolabs Head Office is based in Telford, Shropshire, UK and employs more than 375 people. The UK site purchases a wide range of products and services from its supply chain, including; raw materials, IT hardware, software and telecommunications, office furniture, equipment and supplies; utilities; travel services; and training services. Protolabs Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships.

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Modern Slavery Statement - this sets out the organisation's stance on modern slavery and human trafficking and our expectations to our suppliers and the consequences if our expectations are not met.
2. Modern Slavery is covered by a scored self-assessment as part of our Supplier due diligence.
3. Recruitment Policy. We operate a robust recruitment policy, which includes promotion of equal opportunities, and also conducting the appropriate eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will. We pay all our employees at least the National Minimum Living Wage.
4. Whistleblowing Policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
5. Ethics and Business Conduct. This code explains that at Proto Labs, we strive to maintain high ethical standards in the conduct of our business and in our relationships with our employees, customers and suppliers, and provide an ethics international hotline as an avenue to reporting any concerns regarding ethics.
6. Conflict Mineral Reporting. Our suppliers are required to comply with Section 1502 of the Dodd-Frank Wall Street Reform whereby they have to complete EICC-GeSI Conflict Minerals Reporting and publish a policy to reasonably assure that the 3TG in products is "conflict-free."

Our Suppliers

To ensure our suppliers also operate with high ethical standards, we may ask to see their Modern Slavery Statement, or ask them to confirm whether they pay their employees at least the national minimum wage or any prevailing minimum wage applicable within their country of operations (if outside of the UK).

If instances of modern slavery or human trafficking come to light, or if there is a refusal to cooperate with our requests for information regarding this matter, suppliers will be liable to have any supplier agreement, arrangement or any other contract associated with Protolabs terminated immediately without compensation and the violations being reported to the appropriate body for review.

Training

All employees who have links with our suppliers take part in Modern Slavery Awareness Training. The procurement/buying teams are aware of our Modern Slavery Policy and Modern Slavery Statement and are encouraged to ask questions and work collaboratively with the General Manager to understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain. Ethics and Business Conduct information is shared with all our employees in Induction Week training.

Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this Statement

This statement is approved by the General Manager.

Name: Lee Ball

Signature:



Date: 2 May 2023