Modern Slavery Statement

Introduction

This joint statement is made on behalf of ASMPT SMT UK Ltd and ASMPT UK Holding Ltd (together referred to in this statement as ASMPT UK). It is published in accordance with section 54 of the Modern Slavery Act 2015 and sets out the steps taken by ASMPT UK during the financial year from 1 January 2025 to 31 December 2025 to prevent modern slavery and human trafficking in its business and supply chains.

ASMPT UK operates in the engineering and electronic manufacturing sector and recognises that modern slavery risk can arise both within direct operations and across global supply chains. During the reporting year, ASMPT UK maintained its proportionate, risk-based approach to supplier due diligence, internal controls, employee awareness and escalation arrangements in order to identify, assess and address the risk of forced labour, servitude, human trafficking and other forms of labour exploitation.

ASMPT UK is committed to conducting business ethically and with integrity and to taking reasonable and proportionate steps to prevent modern slavery and human trafficking in its own operations and in the supply chains that support its products and services.

Organisational structure and supply chains

ASMPT UK designs, develops and manufactures equipment and associated parts for the SMT and semiconductor sectors. Its supply chain includes the procurement of components, raw materials, specialist engineering services, logistics support and temporary labour. ASMPT UK sources from suppliers in the UK and internationally and recognises that modern slavery risk may vary according to geography, product category, labour model, supplier profile and supply chain tier.

Countries of operation and supply

ASMPT UK operates in the United Kingdom and sources goods and services from suppliers in the UK and overseas. During the reporting year, ASMPT UK used available supplier information, country risk indicators, audit findings and procurement knowledge to inform its assessment of modern slavery risk and to support prioritisation of higher-risk areas for review.

ASMPT UK assesses modern slavery risk by considering supplier location, the nature of the goods and services supplied, the use of temporary or agency labour, available audit or certification information and any concerns identified through internal reporting, supplier engagement or operational review.

- Engage with suppliers to understand sourcing arrangements and to communicate ASMPT UK's expectations in relation to ethical labour standards, lawful employment practices and respect for human rights.
- Include contractual requirements and supplier standards within relevant supply arrangements and support these through onboarding activity and periodic review.
- Use supplier questionnaires, recognised standards, audit information and internal escalation routes to identify higher-risk suppliers or activities and determine appropriate follow-up action.

High-risk activities

Based on ASMPT UK's current assessment, the areas most likely to present elevated modern slavery risk are:

- Raw materials and components that are linked to complex international supply chains, particularly where extraction, processing or labour practices may be difficult to verify.
- Suppliers operating in jurisdictions or sectors associated with higher labour-rights, forced labour or broader human rights concerns.
- The use of agency or temporary labour in roles or markets where workers may be more vulnerable to exploitation if controls are not effective.

ASMPT UK recognises that full visibility across every tier of a global supply chain can be challenging. It therefore prioritises areas of greatest potential exposure, using available supplier, sector, geographic and operational information to guide further review, supplier engagement, escalation activity and follow up action where concerns are identified.

Responsibility

Overall responsibility for ASMPT UK's anti-slavery activity sits with the Board and senior leadership team. Day-to-day responsibility for implementing relevant controls, identifying risks, escalating concerns and supporting the annual review of this statement is shared across the functions involved in procurement, logistics, materials management, HR and recruitment.

Employees and managers working in higher-risk functions, including supply chain, logistics, materials management, HR and recruitment, are expected to complete relevant training and to escalate any concerns in line with ASMPT UK's internal reporting arrangements.

Relevant policies

ASMPT UK maintains policies and procedures that support the prevention, identification and management of modern slavery risk within its operations and supply chains. These include the following:

- Whistleblowing arrangements, through which workers, suppliers and other business partners can raise concerns, including concerns linked to labour exploitation or modern slavery, through confidential reporting routes without fear of retaliation.

- Employee standards of conduct, which set out expectations for lawful, ethical and respectful business behaviour, including when dealing with suppliers, labour providers and overseas operations.

- Supplier standards and contractual controls, under which relevant suppliers are expected to meet applicable legal, ethical and labour standards and serious breaches may result in corrective action, enhanced monitoring or termination of the relationship.

- Agency labour controls, including the use of reputable labour providers and checks on new agency arrangements to support compliance with legal and ethical employment requirements.

Due diligence

ASMPT UK undertakes due diligence when onboarding new suppliers and reviews existing suppliers using a proportionate, risk-informed approach based on available supplier, sector, geographic and operational information. Depending on the nature of the relationship and the level of potential exposure identified due diligence may include:

- Supplier onboarding checks, including contractual requirements and review of relevant compliance information.
- Consideration of recognised standards, certifications or audit evidence where these are available and relevant.
- Business, process or supplier reviews and audits where risk, spend or materiality justifies further scrutiny.
- Financial or background screening where this forms part of supplier approval processes.
- Review of geographic, sector and sourcing information to identify sanctions, conflict or elevated labour-rights risks.
- Corrective action, enhanced monitoring or termination of the relationship where serious concerns are identified and are not satisfactorily addressed.

Performance indicators

ASMPT UK reviews the effectiveness of its anti-slavery activity through management oversight and the use of performance indicators. During and following the reporting period, the indicators used include:

- Completion of modern slavery training for employees and managers working in higher-risk functions.
- Completion of supplier onboarding and supplier review activity, including targeted checks for higher-risk categories where appropriate.
- Monitoring of concerns raised, investigations undertaken and corrective action implemented where issues are identified.

Training

ASMPT UK requires employees in higher-risk functions, including HR, supply chain, production, logistics and materials management, together with managers involved in recruitment or agency labour engagement, to complete periodic modern slavery awareness and refresher training appropriate to their role.

ASMPT UK's modern slavery training covers:

- How purchasing practices can influence supply chain conditions and why goods and services should not be sourced at unrealistically low prices, on unrealistic timescales or in circumstances that create increased risk of worker exploitation.
- How to assess the risk of slavery and human trafficking across different parts of the business and supply chain, including the resources and support available.
- How to identify indicators of modern slavery and labour exploitation.
- What immediate steps should be taken if modern slavery or human trafficking is suspected.

- How to escalate potential issues to the appropriate internal contacts within ASMPT UK.
- What external support is available, including support from the Modern Slavery Helpline, the Gangmasters and Labour Abuse Authority and the Stronger Together initiative.
- What guidance and expectations should be communicated to suppliers, contractors and other business partners in support of anti-slavery controls.

- What action ASMPT UK may take where suppliers or contractors do not meet required anti-slavery standards in higher-risk scenarios, including removal from the supply chain where appropriate.

Board approval and sign-off

This statement was approved by the Board of Directors of ASMPT SMT UK Ltd and ASMPT UK Holding Ltd on 16th June 2026 and will be reviewed annually. It is signed on behalf of the Board by a director and will be published on the relevant company website in a prominent location.



Jon Maloney (Jun 24, 2026 12:52:24 GMT+1)

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