

Xaar Modern Slavery Act Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the "Act") and constitutes Xaar Group's slavery and human trafficking statement for the financial year ending 31 December 2020.

Xaar reports in accordance with the requirements under the Act and includes in its statement all companies that met the criteria since the introduction of the Act. Xaar Plc is the parent company employing the leadership team which sets the framework under which our companies operate. Xaar Plc does not supply goods or provide any services to third parties.

Xaar designs and manufactures printhead components, we are a market focused, technology leader driving the expansion of digital inkjet printing into targeted industry sectors.

At Xaar we take our ethical responsibilities seriously. We recognise that slavery and human trafficking are violations of human rights which are of fundamental importance to a successful and responsible business strategy, both for the company and our customers.

The management of Xaar would like to state the following:

- Xaar takes steps to verify, evaluate and address risks of slavery and human trafficking in our supply chain. As part of the due diligence process, suppliers are asked to agree to Xaar's Modern Slavery Declaration Letter.
- We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values Xaar audits its key suppliers to ensure compliance with the Act.
- Xaar is fully compliant with the Conflict Materials Act and fully support the government's objectives to eradicate modern slavery and human trafficking.
- We call upon all our key suppliers to influence their global supply chains by improving transparency and accountability. Together we can help the government eradicate the injustice and brutality of modern slavery and human trafficking.
- All employees receive a copy of the Modern Slavery Policy during their induction and acknowledge that they have read, understood and will adhere to its contents. Updates are circulated to all employees upon re-issue. Xaar has a Whistleblowing Policy in place to protect whistle-blowers.
- To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business we will be providing training to our staff.
- We carry out internal audits to measure how effective we are in adhering to the above policies, procedures and practices. A Risk Assessment / Impact document is maintained to ensure we are aware of where the slavery risks in our supply chain are.

We are committed to high standards of regulatory compliance in our activities and actively promote its importance and benefits to all employees and other stakeholders.

In addition to being available on the Xaar website, this statement will also be submitted to the Modern Slavery Registry and the TISC Report. During the previous year, there have been no cases of non-compliance of the Modern Slavery and Human Trafficking Act 2015.

This statement was approved by the Xaar Board of Directors on 19 January 2021 and signed on its behalf by:



John Mills
Chief Executive Officer
Xaar Plc
19 January 2021