



This Modern Slavery and Human Trafficking Statement (“Statement”) addresses the reporting requirements set out in section 54(1) of the United Kingdom Modern Slavery Act of 2015 (the “Modern Slavery Act 2015”) and the Australian Modern Slavery Act 2018 (the “Australian Act”).

Brooks Automation US, LLC publishes this Statement on its corporate website in the name and on behalf of its’ subsidiaries and affiliates (collectively, “Brooks”) for the fiscal year ended December 31, 2023:

### **Modern Slavery and Human Trafficking Statement**

Brooks is committed to good corporate citizenship and the highest ethical standards. To fulfill these requirements, Brooks 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**

Brooks delivers and develops products for the semiconductor manufacturing and laboratory automation solutions industry and works with global suppliers across a number of different fields including businesses with operations in US, Europe, Australia and Asia.

Brooks is a leading worldwide provider of automation solutions for multiple markets including semiconductor manufacturing and laboratory automation solutions. 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 is committed to sourcing quality products from suppliers who share its ethical values. Everything Brooks does is driven by Brooks’ Core Values.

Brooks’ Standards of Conduct (“*Standards of Conduct*”) provides important guidelines for Brooks’ 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 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 has sophisticated reporting mechanisms in place to collect and relay information regarding potential violations to appropriate company resources for review and follow up.

Brooks 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 suppliers are located in countries that may be more vulnerable to human rights abuses than others. That is why Brooks makes several efforts to implement a zero-tolerance policy for such abuses. Brooks 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 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 labor and other forms of modern slavery.

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

## **EFFECTIVENESS**

Brooks 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 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 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 the Modern Slavery Act 2015 and the Australian Act. and constitutes Brooks' slavery and human trafficking statement for the previous financial year (FY23).**

*Christianna Reed*

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