



## Modern Slavery Act Statement

Merkson recognizes that slavery, forced labor and human trafficking (collectively, "modern slavery") are a global and growing concern given the rapid rise in international migration in every type of economy, whether industrialized, developing or in transition. Merkson has zero tolerance for any form of modern slavery within its operations and supply chains. Merkson recognizes a responsibility to be alert to risks in its operations and supply chains, and to act upon any concerns. Any issues or concerns regarding modern slavery at Merkson or in its supply chains can be confidentially and anonymously reported by employees or third parties through Merkson' Ethics and Compliance Hotline Portal located at [Merksoncorp.ethicspoint.com](http://Merksoncorp.ethicspoint.com). All Merkson employees are encouraged to use its reporting portal and all Merkson' physical, intranet and internet locations display information on the Hotline portal and how to report any concerns.

In addition, Merkson' Code of Business Conduct and Ethics (Code) and its Supplier Code of Conduct (Supplier Code), both located on its corporate website, describe Merkson' commitment to ensuring that its products are manufactured under conditions that demonstrate respect for the people who make them and the communities in which they are made, and its requirements that its suppliers and distributors engage in and maintain lawful, efficient and fair labor practices. Merkson requires that the conditions in its supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible.

### Business Structure and Supplier Relationships

As part of Merkson initiative to identify and mitigate the risk of modern slavery, Merkson has implemented and enforces effective systems and controls to ensure slavery and human trafficking are not taking place in its supply chains. Suppliers are obligated in all of their activities to operate in full compliance with the laws, rules and regulations of the countries in which they operate. Those obligations are enforced through Merkson' due diligence and compliance processes, appropriate contractual provisions, and its Supplier Code. Merkson' suppliers and distributors must complete a rigorous pre-screening and due diligence process, which includes screening such entities against numerous global anti-corruption and sanctions lists. This screening, and any additional due diligence Merkson deems necessary, is conducted by third party providers to Merkson.