



## Modern Slavery and Human Trafficking Policy Statement

**Clippard Instrument Lab, Inc.**

**Effective Date:** February, 2026

**Approved by:** Executive Leadership Team

### **Policy Commitment**

Clippard is committed to conducting business ethically and responsibly and to respecting internationally recognized human rights. We have a zero-tolerance approach to modern slavery, including forced labor, bonded labor, involuntary prison labor, and human trafficking.

We are committed to taking reasonable and proportionate steps to help ensure that modern slavery does not occur in our operations or supply chains.

### **Our Business and Supply Chain**

Clippard is a manufacturing company headquartered in the United States with global sales operations and independent distributors. Our supply chain includes raw materials, components, manufacturing services, logistics, and professional services sourced from multiple countries.

### **Standards and Supplier Expectations**

We prohibit forced labor and human trafficking in our operations and expect our suppliers, contractors, and business partners to do the same. We expect suppliers to:

- Comply with applicable labor and employment laws
- Prohibit forced labor, human trafficking, and child labor
- Respect workers' freedom of movement and lawful employment practices
- Maintain reasonable controls to identify and address labor-related risks
- Cooperate with reasonable requests for information related to human rights compliance



## **Risk-Based Due Diligence**

We take a risk-based and proportionate approach to identifying and managing modern slavery risks, considering factors such as geographic location, industry sector, and the nature of supplier relationships. Our due diligence may include contractual commitments, supplier questionnaires, and ongoing commercial engagement.

## **Reporting and Continuous Improvement**

We encourage employees and business partners to raise concerns related to labor practices without fear of retaliation. We are committed to reviewing and improving our policies and practices over time as our business and supply chain evolve.

## **Approval**

This statement has been approved by the leadership of Clippard.

**Signed:**

  
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Name: J. Ernest Doering

Title: Chief Operations Officer

Date: 16-Feb-2026