

Modern slavery

Our commitment

At Oxford Instruments, we are committed to preventing acts of modern slavery and human trafficking from occurring within our business and supply chain. We take a zero-tolerance approach to all forms of modern slavery, including servitude, forced, bonded and compulsory labour, and human trafficking, and we expect our suppliers to adopt the same approach.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the "Act") and constitutes the anti-slavery and human trafficking statement of Oxford Instruments plc, Oxford Instruments Nanotechnology Tools Limited and Andor Technology Limited for the financial year commencing 1 April 2025 and ending 31 March 2026.

This statement has been approved by the Directors of Oxford Instruments plc, Oxford Instruments Nanotechnology Tools Limited, and Andor Technology Limited respectively, as set out below.

Our business

Oxford Instruments is a global provider of high-technology products and services for research and industry. We support academic and commercial organisations worldwide across our key market segments of materials analysis, semiconductors, and healthcare & life science.

Innovation is the driving force behind our growth and success, supporting our core purpose to accelerate the breakthroughs that create a brighter future for our world. We hold a unique position to anticipate global drivers and connect academic researchers with commercial applications engineers, acting as a catalyst that powers real world progress.

We are wholly committed to conducting our business responsibly and holding ourselves to high ethical standards as we strive to operate with the highest standards and integrity in everything we do. Our strong values underpin how we work with each other, our customers and our suppliers. Every representative of Oxford Instruments is expected to behave in a manner consistent with our values.

With nearly 2,000 colleagues operating throughout our global businesses and an extensive network of partners and suppliers, we recognise the importance of protecting human rights across our Group and our supply chain.

Our structure

The entities within the Oxford Instruments group (Group) which fall within the criteria set out in the Act and are covered by this statement are Oxford Instruments plc, Oxford Instruments Nanotechnology Tools Limited and Andor Technology Limited.

The Group has circa 1,900 employees worldwide and operates in 23 countries.

The Group had a global annual turnover of circa £423 million in the latest financial year.

Our policies on slavery and human trafficking

As part of our commitment to combat modern slavery and human trafficking, we maintain internal policies, procedures and governance controls, which are designed to support the prevention, identification, escalation and response to incidents of modern slavery and human trafficking. These materials are accessible by design and are intended to help employees understand risk indicators, apply appropriate due diligence and raise concerns promptly.

In addition, we have a publicly available global Code of Conduct, which sends a clear message to our employees, business partners, stakeholders, and investors about our business principles and ethics. A copy of our Code of Conduct can be found here: <https://www.oxinst.com/CodeofConduct>

Due diligence processes for slavery and human trafficking

We are committed to acting ethically and with integrity in all our business dealings, and to maintaining systems and controls designed to reduce the risk of modern slavery in our business and supply chains. Our due diligence activities include onboarding and periodic review processes for relevant suppliers, consideration of country, sector and service-related risk factors, and escalation where concerns or adverse indicators are identified. If issues are identified, our objective is to assess the facts carefully and determine an appropriate response, which may include further investigation, corrective action plans, enhanced monitoring, engagement with the supplier and, where necessary, termination of the relationship.

We take a risk-based approach and continue to develop our understanding of our supply chain through supplier profiling, supply chain mapping and prioritisation of key and higher-risk suppliers. In doing so, we focus our efforts on those areas where the nature of the goods or services, geography, workforce profile or sector characteristics may create elevated risk. New and existing key and higher-risk suppliers are expected to meet standards that are consistent with our policies and to promote comparable standards within their own supply chains.

Supplier adherence to our values

We operate our business in compliance with applicable laws and regulations, including laws relating to modern slavery, and we expect our suppliers to do the same. Our expectations are reflected in our Code of Conduct for Representatives and Suppliers and in our Supplier Quality Manual. We also seek to reinforce those expectations through onboarding processes, supplier communications and, where appropriate, contractual commitments.

In addition, we seek to include provisions in purchase contracts requiring suppliers to warrant that in performing their contractual obligations, they and their subcontractors will:

- comply with all applicable laws, statutes, regulations and codes relating to modern slavery, anti-bribery and anti-corruption, including but not limited to the Modern Slavery Act 2015, the Bribery Act 2010, and Oxford Instruments' Code of Conduct for Representatives and Suppliers;
- take reasonable steps to ensure that there is no slavery, human trafficking, bribery or corruption in their business or supply chains, and that they have and maintain their own policies and procedures; and
- promptly notify Oxford Instruments if they become aware of any actual or suspected slavery, human trafficking, bribery or corruption in their business or supply chain.

Training

We recognise the importance of equipping employees to identify and respond to modern slavery risk. We therefore provide tailored training for relevant employees to help them recognise risk indicators, understand our policies and procedures, and escalate concerns appropriately. We launched our training during the UK's Anti-Slavery Week, which culminated in Anti-Slavery Day on 18 October 2025, as part of our anti-slavery awareness campaigns.

Through this training, our employees are guided to use our procedures to raise any concerns they might have, which includes access to an independent whistleblowing service.

Whistleblowing hotline and employee forums

Our third-party whistleblowing hotline, Safecall, is a confidential and independent reporting service through which employees, representatives and suppliers can raise concerns, including concerns relating to human rights and modern slavery. The service is available globally, 24 hours a day, every day of

the year, in more than 175 languages and dialects at <https://www.safecall.co.uk/en/clients/oxinst/>

This service is an added measure to ensure our compliance with all legal obligations and enhances our ability to promptly address ethical concerns, including those related to human rights.

During or following any visits with suppliers, our employees are expected to escalate conduct and/or ethical concerns of any type to their management team or via the Safecall whistleblowing hotline.

Employees at most of our businesses also have access to an Employee Forum via their Employee Representatives. Employee Representatives have the opportunity to raise and discuss topics of concern with members of the Senior Management Team at regular Employee Forum meetings.

Our effectiveness in combatting slavery and human trafficking

During the reporting period, we did not identify any instances of modern slavery within our own business or supply chain through our established processes. However, we recognise that the absence of identified cases does not in itself mean that risk is absent. We therefore continue to focus on improving visibility, strengthening due diligence and monitoring the effectiveness of our controls.

Further steps

We continue to strengthen our systems and processes to reduce the risk of modern slavery in our business and supply chain. Our Board-level Sustainability Committee, chaired by Sir Nigel Sheinwald, provides oversight of our wider Environmental, Social and Governance ("ESG") agenda, including modern slavery prevention as part of the governance workstream.

We continue to work with Assent, a world-class global supply chain management provider, to assist in our supply chain mapping and due diligence processes. Assent's platform collects detailed compliance information from our supply chain, including data related to the prevention of modern slavery, as well as broader sustainability practices.

We will continue to strengthen our policies and business processes for identifying and managing human-rights risks.

We will strive to ensure a 100% completion and pass rate of our bespoke modern slavery training.

Richard Tyson

Chief Executive Officer

Oxford Instruments plc

Approved by the Board of Directors of:

- Oxford Instruments plc on 23 July 2026;
- Oxford Instruments Nanotechnology Tools Limited on 15 July 2026; and
- Andor Technology Limited on 1 July 2026.