DECTRIS
detecting the future

DECTRIS Modern Slavery Transparency Statement 2022

Introduction

This Statement is DECTRIS Ltd's Modern Slavery Statement and covers the period of 01.01.2022 - 31.12.2022 and applies to DECTRIS Ltd. and all DECTRIS subsidiaries.

This statement has been produced in accordance with Australia's Modern Slavery Act (2018), and the United Kingdom's Modern Slavery Act (2015). It outlines the steps DECTRIS is planning to identify and develop a strategy designed to better manage DECTRIS's exposure to modern slavery and ensure continuous improvement to circumvent the risks of modern slavery occurrence in its supply chain and business operations.

About DECTRIS

DECTRIS develops and manufactures the most accurate X-ray and electron cameras to spark scientific breakthroughs around the world. While photographic cameras capture visible light, DECTRIS cameras count individual X-ray photons and electrons.

DECTRIS is the global market leader at synchrotrons, and our efficient detector systems help scientists achieve high-quality results also in their own laboratories. DECTRIS electron detectors create unique opportunities in materials and life science, and we offer novel solutions for medical applications.

DECTRIS was founded in 2006 as a Spin-Off of the Paul Scherrer Institute, Villigen, and has subsidiaries in the USA and Japan. At the headquarters in Switzerland, 123 full-time employees worked in December 2021.

DECTRIS' Business and Modern Slavery Risks

DECTRIS recognizes that modern slavery is a significant worldwide problem and commits to the UN Agenda 2030 - the UN Sustainable Development Goals. Therefore, DECTRIS supports aim 8.7 to end modern slavery and related topics.

DECTRIS is strongly connected to the greater area of Baden, Switzerland, and therefore tries to purchase and produce within the region wherever possible. Suppliers are chosen carefully. DECTRIS has had strong relationships with most relevant suppliers for more than 10 years. In addition, DECTRIS is focused on developing and producing high-quality, high-performance hybrid photon counting (HPC) X-ray detectors. High-precision electronic components and boards are needed to ensure the production of these highest-end X-ray detectors. The boards are strongly customized and purchased in low volumes. All electronics manufacturing services for the products MYTHEN2, PILATUS3, and EIGER2 are done in Switzerland with respect to Swiss laws and ecological and social standards. The list of electronic manufacturing services is confidential but can be provided in exceptional cases. The risk of modern slavery for first-tier suppliers of electronic boards and components is very low.

DECTRIS detectors are produced at the headquarters in Switzerland and DECTRIS ensures a safe working environment for all employees. DECTRIS established a safety and health organization with representatives of different departments and is compliant with Swiss standards and laws. The risk of modern slavery in the production of DECTRIS detectors is negligible.

With every detector, a DELL server and SMC chiller are delivered to provide a reliable, easy-to-integrate detector system. The server and chiller are the most expensive single components purchased for the detector systems. Both, DELL and SMC, provided statements against slavery and human trafficking.

DECTRIS detectors are operated and calibrated with software that is developed and maintained by DECTRIS engineers. The risk of modern slavery for software development and maintenance is negligible.

How DECTRIS Addresses its Modern Slavery Risks

DECTRIS' values

DECTRIS is a Swiss company and is compliant with Swiss laws and standards like ISO-9001, which is audited externally.

DECTRIS is in the process of changing a structure to a flat hierarchy to put the human being even more in the center. Today the organization consists of four main departments, a middle management and a top management. All the doors of the offices are open, up to the CEO. One of the four top management teams (called the "trust team") is dedicated to the topic of a healthy and pleasant working environment.

DECTRIS is a Spin-off of the Paul Scherrer Institut and recognizes the importance of education for an economically independent life. More than 65% of our employees have a technical college or university degree or higher, and 50% of them have a Ph.D. This is one example that shows how much DECTRIS supports young researchers and regional schools. In addition, DECTRIS offers professional training concerning Swiss laws and standards and actively takes part in scientific workshops worldwide on its domains of competence in order to educate the next generation of scientists.

Assessing Modern Slavery Risks

DECTRIS employees are paid following regional, Swiss, US, and Japanese standards. An external company (Landolt & Mächler Consultants AG) is auditing and advising the salary standards. DECTRIS also periodically checks the equality of male/female salaries (last time in 2021). It always was compliant with equal salary standards in Switzerland.

DECTRIS cares about the physical and mental health of all employees. All employees are regularly prompted to contact HR or an external company if they need help. Employees have a regular one-on-one meeting with their line manager or a Retrospective in the team in order to discuss any point of discomfort. Regular skip level 1:1 are in place to identify potential problems between teams and line managers. A standard escalation mechanism allows reaching up to the CEO in order to solve conflicts. In parallel, the "Trust team" (see above) is establishing guidelines and can offer assistance as last resort.

DECTRIS organizes an anonymous written survey once per year, where employees can address problems, irregularities, and other issues. The survey is managed by an external company and discussed within the management of DECTRIS. DECTRIS takes action to enhance the employee situation as soon as problems are reported. Survey results can be provided if requested.

DECTRIS audits suppliers if there are signs of modern slavery or/and deteriorating quality of components.

Contributing to our Communities

DECTRIS is aware of its social responsibility and considers this in the profit redistribution. 1.5% of the profit is distributed to different organizations. This indicates DECTRIS's commitment and support within the region of Baden, Switzerland. A fraction of the benefit is also directly redistributed to the employees themselves to acknowledge the importance of everyone in the company's success.

Assessing Our Measures and Next Steps

DECTRIS is working on an improved compliance and sustainability organization. The organization will be implemented by the end first quarter of 2023 to sensibilize for the UN Agenda 2030, show risks, and define measures.



Dr. Matthias Schneebeli,
CEO DECTRIS Ltd.

Last Revision: Jan 4, 2023
Document Version: 02/2022

DECTRIS AG
Täfernweg 1
5405 Baden-Dättwil
Switzerland

Tel.: +41 56 500 21 00
Fax +41 56 500 21 01
E-mail info@dectris.com
www.dectris.com