

In-Situ Statement on Efforts to Combat Modern Slavery

Specializing in the design, manufacture, sale and rental of premium environmental and process monitoring equipment, In-Situ is known for innovation, quality, and customer service. In-Situ is committed to building our enterprise with integrity when dealing with our suppliers, business partners, customers, investors, associates, and the numerous communities we are involved with around the world. Please access this link to our [global structure](#).

This statement on In-Situ's efforts to combat modern slavery in its operations and supply chains is made and published pursuant to the California Transparency in Supply Chains Act (2010), the UK Modern Slavery Act (2015), and the Australia Modern Slavery Act (2018). This statement identifies the efforts of In-Situ during the Fiscal year ending December 2021; thereafter, adherence will continue, with modifications made, as appropriate, to provide compliance with regulatory and legislative requirements.

In-Situ is committed to protecting and advancing human rights and will not tolerate violations of human rights in our operations and supply chain. We fully support the Acts and any equivalent anti-slavery or human trafficking legislation in force in the countries in which we operate. We act ethically and with integrity in all our business dealings and relationships. We expect the same high standards from our vendors, and partners, and we expect that our affiliates will hold their own vendors and partners to the same high standards.

Assessment of Modern Slavery Risk

Based on In-Situ's footprint, the type of work being conducted, and the type of labor being used in our operations, we believe that the risk of any trespass against Modern Slavery is very LOW. In-Situ has close and long-standing relationships with our vendors who are also aligned to protect and advance human rights. In-Situ regularly conducts audits to understand the sourcing of Conflict materials that may be sourced from countries under duress.

Accountability and Performance

In-Situ has incorporated Human Rights and Modern-Day Slavery Training into our employee handbook and is committed to the continued education of our employees and partners. Any violation may result in immediate termination of the relationship.

Next Steps

As our business continues to grow and expand, In-Situ plans has incorporated our values and efforts to protect against human slavery in a Supplier Code of Conduct which is provided to our suppliers on our website and within the Terms and Conditions of all Purchase Agreements. In-Situ will audit these suppliers to ensure they also continue to live up to these values.

This statement has been signed on behalf of In-Situ Inc. by:

John Pawlikowski
President and Chief Executive Officer
01/2024

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