

Materialise Modern Slavery Statement

I. Introduction

Materialise is a global additive manufacturing company, headquartered in Leuven, Belgium. Materialise is committed to applying global legislation preventing slavery, servitude and forced or compulsory labor, including the United Kingdom's Modern Slavery Act 2015.

This statement sets out the actions taken to understand the potential risks related to the company's business and to put in place steps aimed at preventing slavery and human trafficking within our own business and our supply chain.

Materialise strictly prohibits the use of modern slavery and human trafficking in its operations and it expects the same from the companies that are part of its supply chain.

II. Statement

Mission - Our mission is to innovate product development that results in a better and healthier world, through our software and hardware infrastructure and an in-depth knowledge of additive manufacturing. Our products range from 3D printed parts and devices to software for both industrial and medical applications. We sell our products worldwide, including in the United Kingdom.

We have included our mission statement in Materialise NV's (the Belgian, Nasdaq listed parent company) articles of association, which provide in section 4 that the company has the purpose to, through its operations, have an actual, positive impact on society and the environment. As a result, Corporate Social Responsibility (CSR) is a major part of our brand. We are dedicated to promoting sustainable practices and making a positive impact on society through our CSR initiatives. Our efforts against slavery and human trafficking complement these broader CSR commitments.

Transparency - We believe that transparency is the best way to assure our customers that we are doing our best as an ethical corporate citizen. In that spirit, we have established and published a Code of Conduct, which makes clear that we pursue fair employment practices in every aspect of our business and which summarizes our employment policies and procedures. In the course of 2023, we intend to complement this Code of Conduct with a specific Anti-Slavery Policy.

Supply chain - The biggest exposure to child labor and modern slavery is in our supply chain. We have implemented policies and procedures with the goal of ensuring that our supply chain is free from forced labor and exploitation. We have issued our Supply Chain Policy in 2020. This policy only allows freely chosen employment. Forced, bonded or involuntary labor are not allowed. The policy also requires respect for the freedom of association and the right of employees to collective bargaining. In addition to that, the policy prohibits child labor and contains provisions regarding discrimination, harsh or inhumane treatment, safe and hygienic working conditions and adequate wages.

Before we onboard a new supplier, we determine the CSR risk based on the region where the supplier is located and its activity. If we deem that the CSR risk is not acceptable, we define mitigation actions. These mitigation actions can range from requesting additional information and confirmation to conducting on site audits. If we identify issues, appropriate investigative and remedial actions must be taken. When severe violations of the law would be detected, we commit to reporting these to the appropriate authorities and to refrain from starting business activities with such supplier.

Within our Corporate and Quality Management System, we monitor our supply chain and perform a risk-based yearly supplier evaluation which can make use of audits. If necessary, we will work with suppliers to resolve issues.

Labour practices - Apart from reducing the risk of slavery or child labour in our supply chain, we strive to lead by example. For the fourth consecutive year, Materialise has been recognized as a Top Employer in Belgium. The Top Employers Institute is the global authority on recognizing excellence in People Practices. The program has certified more than 1.600 Top Employers in 120 countries/regions across five continents. This assessment covers six HR domains comprising 20 topics: People Strategy, Work Environment, Talent Acquisition, Learning, Well-being, Diversity and Inclusion, and more. The assessment covers our global HR policies. The recognition as a Top Employer highlights that our dedication to pursue fair employment practices is paying off.