



## Statement on Modern Slavery and Human Trafficking

Transcat, Inc. (“Transcat”) takes the following actions to prevent modern slavery and human trafficking:

### Policies

Transcat’s Code of Ethics and Supplier Code of Conduct establishes requirements for all Transcat employees and suppliers, respectively, with regard to policy compliance and ethics. The Supplier Code of Conduct clearly states Transcat’s expectations and requirements for our supply chain partners and is provided to them in writing as a part of our onboarding process for new suppliers. Similarly, our Code of Ethics sets forth expectations and requirements for all Transcat personnel and is provided to each new employee in writing as a part of their onboarding process. Both these documents state unequivocally that Transcat will not tolerate trafficking of persons, use of slave labor, involuntary labor, forced labor, or child labor.

### Training

All employees must review and acknowledge review of our Code of Ethics. Select salaried employees will receive annual training in the Code of Ethics and supplemental training may be performed for employees based on their job function and/or tenure on a particular job.

Training acknowledgement or sign off includes a statement certifying that the employee is not aware of any current violations of the Code of Ethics or Supplier Code of Conduct. Both Codes state that Transcat will not conduct business with suppliers or supply chain partners who engage in trafficking of persons, use of slave labor, involuntary labor, forced labor, or child labor.

### Audits

Transcat provides the Supplier Code of Conduct to all of its vendors and third parties for review and acknowledgment. Transcat may periodically audit suppliers to ensure compliance with the Supplier Code of Conduct which includes compliance with this Statement on Modern Slave Labor and Human Trafficking. Audits will be conducted based on risk assessment or as a part of the supplier onboarding process.

### Reporting

Transcat provides several mechanisms for Transcat employees, suppliers, customers, or members of the public to report potential human rights or ethics violations:

1. Transcat’s Whistleblower Policy (for employees) which can be found in the employee handbook.
2. By mail (for suppliers, customers, or members of the public):

Transcat, Inc.  
Attn: General Counsel  
35 Vantage Point Dr.  
Rochester, NY 14624