

Introduction from Lora Cooper Rothen, CEO

Du-Co Ceramics Company is committed to taking the necessary steps to help combat the global issues of slavery and human trafficking. Although Du-Co is not required under the United Kingdom's Modern Slavery Act of 2015 to publish an Anti Slavery and Human Trafficking Statement we are doing so as we share the view that modern slavery is a heinous crime that negatively affects communities and individuals throughout the world and that business organizations can help by striving to ensure that their operations as well as their supply chains are free of such activity.

Our Policy on Slavery and Human Trafficking

Our Code of Ethics and Standards of Business Conduct policy states that "as employees or representatives of Du-Co Ceramics, it is our responsibility to always conduct our business with the Company's high standards in mind. This requires our personal commitment to treat others with respect, trust, honesty, fairness and dignity...". We are committed to acting ethically in all our business relationships and to implementing and enforcing effective controls aimed at reducing the risk of slavery and human trafficking taking place anywhere in our supply chain.

Organization Structure

Du-Co Ceramics Company, a 70 year old manufacturer with US locations in Pennsylvania and North Carolina employing approximately 200 people, produces precision components from a variety of ceramic materials whose customers are mostly original equipment manufacturers located throughout the world.

Our Supply Chain

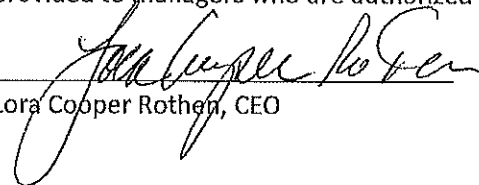
Our main suppliers are material vendors located worldwide who may perform mining and/or other operations on raw materials utilized in our manufacturing process, utility companies for our energy and water usage, engineering, die shop and maintenance suppliers.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk, we have reviewed our policies and procedures specifically related to employment practices as well as supply chain management and believe the risk of such activity to be low especially as relates to employment.

Training and Follow Up Activities

Modern day slavery and human trafficking awareness training will be incorporated into the training provided to managers who are authorized to process purchase orders.



Lora Cooper Rothen, CEO