



Metryx, Ltd.

Slavery and Human Trafficking Statement

for the fiscal year ended March 29, 2019

This statement is made pursuant to section 54, Part 6 of the Modern Slavery Act 2015, and sets out the steps that Metryx, Ltd. has taken during the fiscal year ended March 29, 2019 to ensure that slavery and human trafficking are not taking place in our supply chain or any part of our own business.

Our Business

As a subsidiary of Lam Research International Sàrl, we are a global supplier of innovative wafer metrology equipment to the semiconductor industry. We have built a strong global presence with core competencies in areas like nanoscale applications enablement. Our products and services are designed to help our customers build smaller, faster, and better performing devices that are used in a variety of electronic products, including mobile phones, personal computers, servers, wearables, automotive devices, storage devices, and networking equipment.

Our Supply Chain

Sourcing the specialized components and products needed for our process equipment and services requires our supply chain to stretch around the globe. As a result, we focus our supplier management efforts on our top tiers of direct suppliers that support our manufacturing operations. We implement a collaborative approach to working with our supply chain and strive to actively share best practices in order to mitigate our collective challenges. Our supply chain is held to the same Core Values to which we hold ourselves, and we are committed to rewarding integrity and continuous improvement.

Policies and Practices

Fair and humane employment practices are a core business principle to ensure compliance with applicable laws and provide a productive and unbiased workplace. As outlined in our [Global Employment Practices Statement](#), we support freely chosen employment, avoidance of child labor, compliance with applicable wage and benefits laws, humane treatment of employees, non-discrimination, and freedom of association. Our [Global Supplier Code of Conduct](#) also establish and confirm Metryx's commitment to compliance with applicable laws and regulations, including the prevention of slavery and human trafficking, in our business operations and supply chain.

The steps that we have taken include the following:

1. Verification. In order to verify prospective direct product suppliers, we developed a plan to start May 2019 to require all new direct materials suppliers, as part of the supplier screening process, to provide a completed written certification that addresses risks of human trafficking and slavery (described in paragraph 3 below). The verification will be conducted by Metryx's Manager of Manufacturing and his direct reports.
2. Auditing. As a normal course of business, we periodically audit our major direct product supplier operations. During the fiscal year ended March 29, 2019, we have announced these audits, but we

reserve the right to conduct unannounced audits. Furthermore, we have supplemented the content of these audits to specifically address the risks of trafficking and slavery in our supply chain. The enhanced audits will be conducted by Metryx employees, directly or in conjunction with third parties.

3. Certification. We request a written certification from major direct product suppliers that the materials incorporated into their products comply with applicable laws and regulations, including laws regarding slavery and human trafficking of the country or countries in which they are doing business.
4. Internal Accountability. Metryx direct product suppliers, employees, and contractors who fail to comply with Lam's policies are subject to corrective action up to and including termination.
5. Training. During the last fiscal year, we implemented required annual training of front-line employees and managers with direct responsibility for supply chain management and onsite audits on how to identify and mitigate risks of human trafficking and slavery.

Signed on SEPT. 6, 2019

A handwritten signature in black ink, appearing to read "G. Schisler", written over a horizontal line.

George Schisler

Member of the Board of Directors