



Novanta's Statement regarding Modern Slavery Act 2015

The Modern Slavery Act requires certain commercial organizations doing business in the United Kingdom to prepare a slavery and human trafficking statement for each financial year. The statement is to disclose the steps taken to ensure that slavery and human trafficking is not taking place in their business operations or supply chains.

Novanta Inc., its subsidiaries and affiliates (“Novanta” or “the Company”) are committed in our business practices to reflect our company’s values, including treating people with respect and dignity. Our Code of Business Conduct, which is available in 5 languages, describes our ethical standards and our expectation that all employees and contractors follow both the spirit and the letter of the law.

In addition to receiving our Code of Business Conduct, Novanta employees complete periodic ethics and compliance training. They are required to certify their adherence to the standards described during training, and to disclose any exceptions. Novanta maintains an Ethics Hotline through which employees and the public can submit, anonymously, any concerns of possible ethics or compliance violations by the Company, including slavery and human trafficking. Every submission is reviewed by the Company and handled accordingly. Any Novanta employee or contractor who is found to have violated any provision of the Code of Business Conduct is subject to disciplinary action, up to and including termination of employment or dismissal from a non-employment association with the Company, as the case may be, and possible referral to appropriate legal authorities.

In order to better communicate Novanta’s standards for ethical and lawful business conduct to our vendors throughout the world, we have developed a Supplier Code of Conduct. This document summarizes the values and principles that Novanta expects of its vendors. Novanta expects its suppliers to comply with all applicable legal requirements. Accordingly, we consider these issues when we assess potential suppliers. Novanta also performs periodic audits of our suppliers to evaluate and address issues relating to their compliance with applicable laws and regulations and with Novanta’s policies and procedures.

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