

Modern Slavery and Human Trafficking Statement (FY 2018)

This statement is made on behalf of Coherent, Inc., its United Kingdom subsidiary Coherent Scotland Limited and the subsidiaries of Coherent, Inc. listed on Schedule I hereto (collectively, “Coherent”), pursuant to section 54(1) of the United Kingdom’s Modern Slavery Act 2015, and constitutes our modern slavery and human trafficking statement for the financial year ending 29 September 2018. It sets out the steps Coherent has taken and is taking to ensure that slavery and human trafficking are not taking place in its supply chain or in any part of its business.

About Coherent and Its Supply Chains

Coherent provides lasers, laser-based technologies and laser-based system solutions in a broad range of commercial, industrial and scientific applications. Coherent designs, manufactures, services and markets lasers and related accessories for a diverse group of customers. Headquartered in Santa Clara, California, Coherent has worldwide operations, including research and development, manufacturing, sales, service and support capabilities.

Due to Coherent’s worldwide operations and varied product offerings, its global supply chains include suppliers across a broad range of industries and geographies.

Coherent’s Efforts to Prevent Slavery and Human Trafficking

Coherent is focused on ensuring that modern slavery and human trafficking are not taking place in its business or supply chains. Coherent views these as zero-tolerance issues and has implemented worldwide policies and established due diligence processes to prevent them.

1. Internal Policies Against Forced Labor and Human Trafficking

All Coherent employees must follow and comply with its [Business Conduct Policy](#), which requires compliance with all applicable laws, rules, regulations and Coherent internal policies and procedures. Among these internal policies and procedures, Coherent has worldwide policies entitled “Combatting Trafficking in Persons Policy” and “Forced Labor”, which prohibit any form of forced labor, including slavery and human trafficking, in its business or supply chains. Coherent has instituted an internal complaint procedure to allow for reporting and immediate investigation of any suspected violations of these policies. The policies also prohibit punishment or retaliation for reporting good-faith concerns related to these topics.

2. Supplier Code of Conduct

Coherent maintains a [Supplier Code of Conduct](#) that is incorporated by reference into its purchase orders, supply agreements and terms and conditions. The code requires Coherent’s suppliers to comply with all applicable laws, including, but not limited to, laws relating to voluntary employment, child labor, maximum work hours, wage, the control of hazards in the workplace, the humane treatment of employees, non-discrimination and freedom of association with respect to work councils, labor unions and employee representation.

3. Conflict Minerals

Coherent supports ending the violence and human rights violations, including forced and child labor, that are associated with the mining of certain minerals in conflict regions. Coherent publicly posts a [statement](#) of this commitment describing the program covering its suppliers on its website and complies with the annual reporting obligations of the U.S. Securities and Exchange Commission.

4. California (USA) Transparency in Supply Chains Act Disclosure

Coherent publicly posts a [statement](#) on its website on steps it has taken in its supply chain to prevent human trafficking and slavery in accordance with the California Transparency in Supply Chains Act of 2010.

5. Supplier Audits

Coherent periodically conducts supplier audits on an as-needed basis, based on the level of business or strategic relationship of the supplier. These audits focus on quality management systems and performance against Coherent's business requirements. In fiscal 2019, Coherent plans to include targeted questions in these audits regarding suppliers' efforts to prevent forced labor and human trafficking.

This Modern Slavery and Human Trafficking Statement for the 2018 fiscal year has been adopted on behalf of the Board of Directors of Coherent, Inc.



John R. Ambroseo
President, Chief Executive Officer and Director
Coherent, Inc.

Schedule I

Nufibre Pty Ltd.	Coherent Europe B.V.
Coherent Canada Inc.	Coherent Rofin B.V.
Rofin-Baasel Canada Ltd.	Coherent Shared Services B.V.
Coherent (Beijing) Commercial Company Ltd.	COHR International Investment C.V.
Coherent Nanjing Laser Co. Ltd.	COHR International Trading C.V.
Nanjing Eastern Laser Co., Ltd.	Coherent (UK) Holdings Ltd.
Nanjing Eastern Technologies Co., Ltd.	Coherent (UK) Limited
Rofin-Baasel China Company, Ltd.	E.S. Technology Limited
Corelase Oy	MiDaz Lasers Limited
Rofin-Baasel France	Rofin-Baasel UK LIMITED
Baasel Lasermed GmbH	Coherent Asia, Inc.
CBL Verwaltungsgesellschaft mbH	Coherent International LLC
Coherent (Deutschland) GmbH	Coherent Investment, LLC
Coherent Germany GmbH	Coherent NA, Inc.
Coherent GmbH	Coherent TIOS, Inc.
Coherent Holding BV & Co. KG	Coherent Trading, LLC
Coherent Kaiserslautern GmbH	DILAS Diode Laser, Inc.
Coherent LaserSystems GmbH & Co. KG	Nufer
Coherent Munich GmbH & Co. KG	Nufer International, Inc.
Coherent Real Estate 1 GmbH & Co. KG	Nufer US, Inc.
Coherent Real Estate 2 GmbH & Co. KG	Rofin-Baasel Inc.
Coherent Real Estate 3 GmbH & Co. KG	Rofin-Sinar Technologies LLC
Coherent Real Estate GmbH	Coherent Services Vietnam Limited Liability Company
DILAS Diodenlaser GmbH	Coherent Shared Services B.V.
O.R. Lasertechnologie GmbH	COHR International Investment C.V.
PMB Elektronik GmbH	COHR International Trading C.V.
Rasant-Alcotec Beschichtungstechnik GmbH	Coherent (UK) Holdings Ltd.
Rofin-Sinar Laser GmbH	Coherent (UK) Limited
Coherent Israel Ltd.	E.S. Technology Limited
Coherent Italia S.r.l.	MiDaz Lasers Limited
Coherent Japan KK	Rofin-Baasel UK LIMITED
Rofin-Baasel Korea Co., Ltd.	Coherent Asia, Inc.
COHR Malaysia SDN. BHD.	Coherent International LLC
Coherent Scotland Limited	Coherent Investment, LLC
Coherent Singapore Pte. Ltd.	Coherent NA, Inc.
Rofin-Baasel Singapore Pte Ltd.	Coherent TIOS, Inc.
Coherent Korea Ltd.	Coherent Trading, LLC
Rofin-Baasel Espana S.L.	DILAS Diode Laser, Inc.
Rofin-Sinar Technologies Europe, S.L.	Nufer
Optoskand AB	Nufer International, Inc.
Coherent Switzerland AG	Nufer US, Inc.
Rofin-Baasel Taiwan Ltd.	Rofin-Baasel Inc.
Coherent (Thailand) Co. Ltd.	Rofin-Sinar Technologies LLC
Coherent Dutch Merger Sub B.V.	Coherent Services Vietnam Limited Liability Company