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