

Modern Slavery Act Transparency Statement

Hitachi High-Technologies Europe GmbH Modern Slavery Act 2015 Statement

Hitachi High-Technologies Europe GmbH is part of the Hitachi group and is a wholly-owned subsidiary of Hitachi High-Technologies Corporation in Japan. Our business in Europe is headquartered in Krefeld, Germany, with additional offices in Mannheim (Germany), Vélizy (France), Rotkreuz (Switzerland), Milano (Italy) and Maidenhead (UK).

Our European business serves mainly Hitachi own products and is organized into six product groups: Semiconductor Equipment Business (electron microscopes, semiconductor equipment), Medical System (clinical chemistry analysers, immunoassay analysers, clinical laboratory automation systems), Analytical Instruments (x-ray fluorescence spectrometer, high performance liquid analysers, amino acid analysers, V/VIS/NIR spectrophotometer, fluorescence spectrophotometer), Industrial Solution Business (diodes, IGBT, magnetrons, HDD, capacitors), Advanced Industrial Materials Business (high speed data transmitter and receiver, local procurement of various materials) and New Business Development. Our business in Europe employs some 111 people and had a turnover in the 2015/2016 financial year of approximately € 669M.

Our business groups supply a variety of products and services under the Hitachi brand. The majority of the products supplied by us are manufactured by Hitachi Group companies in Asia, primarily in Japan. We had 58 Non-European suppliers of which 11 are Hitachi Group companies.

We are committed to conducting business ethically and to ensuring that there is no slavery or human trafficking in our business or in our supply chains.

We have in place a number of company and Group policies and procedures which touch on issues relevant to slavery and human trafficking, including:

- the Hitachi Group Codes of Conduct
- the Hitachi Group Human Rights Policy
- the Hitachi Group Supply-Chain CSR Deployment Guidebook
- employment practices and procedures which ensure fair recruitment and treatment of employees
- a written whistleblowing procedure to encourage employees to report concerns of malpractice, including any concerns related to slavery and human trafficking issues

In the last financial year we have taken, and are continuing to take, the following steps to address the issue of modern slavery:

- we maintain the awareness in our company by conducting a mandatory compliance review every year which includes a variety of activities
- we will be integrating slavery and human trafficking awareness training into our e-learning programme
- we will prepare contractual provisions to include specific provisions relating to offences under the Modern Slavery Act

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Hitachi High-Technologies Europe GmbH's slavery and human trafficking statement for the financial year ending 31 March 2016.



Hitachi High-Technologies Europe GmbH
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President
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