

# Modern Slavery Act Transparency Statement

## Hitachi High-Technologies Europe GmbH Modern Slavery Act 2016 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), Maidenhead (UK) and Stockholm (Sweden).

Our European business serves mainly Hitachi own products and is organized into six product groups:

1. Semiconductor Equipment Business (electron microscopes, semiconductor equipment),
2. Medical System (clinical chemistry analysers, immunoassay analysers, clinical laboratory automation systems),
3. Analytical Instruments (x-ray fluorescence spectrometer, high performance liquid analysers, amino acid analysers, V/VIS/NIR spectrophotometer, fluorescence spectrophotometer),
4. Industrial Solution Business (diodes, IGBT, magnetrons, HDD, capacitors),
5. Advanced Industrial Materials Business (high speed data transmitter and receiver, local procurement of various materials)
6. New Business Development.

Our business in Europe employs some 114 people and achieved a turnover in the 2016/2017 financial year of more than € 837M / GBP 716M.

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. Over 93% of the sold products had been supplied by Hitachi Group Companies and only approx.7% by non-Hitachi Companies.

We are committed to conducting business ethically and to minimizing the risk for 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 CSR Procurement Guideline
- employment practices and procedures which ensure fair recruitment and treatment of employees

- a written whistleblowing procedure to encourage employees to report concerns of malpractice; the employees have been informed that malpractices include 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
- a modern slavery awareness training has been implemented into our e-learning system
- we will prepare contractual provisions to include specific provisions relating to offences under the Modern Slavery Act
- we will raise again the awareness that the whistle blower system is also a channel for reporting of concerns regarding slavery and human trafficking and we will make this very explicit in the intranet for permanent visibility

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 2017. The statement has been reviewed and approved by the Board of Directors.



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Hitachi High-Technologies Europe GmbH  
Yasukuni Koga  
President  
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