

# Modern Slavery Act Transparency Statement

## Hitachi High-Tech Europe GmbH Modern Slavery Act 2015 Statement for the year ending 31 March 2023

Hitachi High-Tech Europe GmbH recognises the importance of identifying and preventing modern slavery and its causes in our business and supply chain. This statement, made pursuant to Section 54(1) of the Modern Slavery Act 2015, sets out the steps we have taken to prevent modern slavery and human trafficking in our business and supply chain in the year ending 31 March 2023, as well as our plans for the current year. It covers Hitachi High-Tech Europe GmbH only. For other Hitachi Group company statements please see the relevant company website or visit [www.hitachi.eu/en-gb/modern-slavery-act](http://www.hitachi.eu/en-gb/modern-slavery-act).

### **Our Business**

Hitachi High-Tech Europe GmbH is part of the Hitachi Group and is a wholly owned subsidiary of Hitachi High-Tech 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), Daresbury (UK), and Wolfsgraben (Austria), which are involved in sales and service.

Our business in Europe employs 139 people and had a turnover in the 2022/2023 financial year of approximately KEUR 879.977 / KGBP 769.280.

### **Operations**

Our European business offers products, which are mostly manufactured by Hitachi High-Tech Corporation and is organized into five product groups:

1. Nano Technology Solution Business (electron microscopes, semiconductor equipment, battery cell manufacturing equipment);
2. Medical System (Clinical chemistry analysers, immunoassay analysers, clinical laboratory automation systems);
3. Industrial Solution Business (diodes, magnetrons, HDD, polarizers, high speed data transmitter and receiver, Life Cycle Management Solution for Lithium-ion Batteries, local procurement of various materials);
4. New Business Development.

### **Our Supply Chain**

Our business groups supply a variety of products and services under the Hitachi brand. We had 12 non-European suppliers (10 in Asia, 1 in USA and 1 in Canada). The majority in these areas are Hitachi Group companies. 73% of our suppliers are based in Europe (whereupon 5% in UK). Hitachi Group companies in Asia, primarily in Japan, manufacture the majority of the products supplied by us.

### **Our Approach**

We are committed to conducting business ethically and to minimising the risk of slavery or human trafficking in our own business and in our supply chains.

Our commitment and work are strongly supported by Hitachi, Ltd. In 2019, the Company signed the World Business Council for Sustainable Development's [CEO Guide to Human Rights](#) calling

for CEOs to go beyond compliance to drive transformative change in corporate respect for human rights.

Additionally, at the beginning 2022 Hitachi, Ltd. joined Ethisphere's Business Ethics Leadership Alliance (BELA) a global community of governance, ethics, and compliance leaders collaborating to drive best practices.

In line with Hitachi's global human rights approach to create a value chain where the human rights of all stakeholders are respected, Hitachi High-Tech Europe GmbH seeks to work with suppliers that actively address modern slavery and to work collaboratively with those still developing their processes in this area. We also strive to engage employees in understanding why addressing modern slavery is important and how to identify and act on indicators of slavery.

Our three key areas of focus in addressing modern slavery so far have been (1) supplier engagement, (2) raising awareness and building expertise in Hitachi High-Tech Europe GmbH, and (3) collaborating with external organisations and stakeholders.

We acknowledge that we are on a journey and, in common with other companies, face challenges, which include engaging suppliers where we have low influence on and try to fully understand the sub-tiers of our supply chain. Therefore, we collaborate with external stakeholders and experts to overcome such challenges and ensure that our work is robust and effective.

### **Our Policies**

We continue to apply our company and Group policies, which address issues relevant to slavery and human trafficking:

- The Hitachi Group Codes of Conduct refers to respecting human rights, in particular hiring employees according to international standards and not engaging in child or forced labour. Please visit: [https://www.hitachi.com/corporate/about/conduct/pdf/conduct\\_e.pdf](https://www.hitachi.com/corporate/about/conduct/pdf/conduct_e.pdf)
- The Hitachi Group CSR Procurement Guideline. It specifically calls for freely chosen employment, appropriate working ages, working hours, wages, and benefits as well as humane treatment, non-discrimination, and freedom of association. Please visit: [https://www.hitachi.com/procurement/csr/EN\\_HG\\_SPG.pdf](https://www.hitachi.com/procurement/csr/EN_HG_SPG.pdf)
- The Hitachi Group Human Rights Policy sets out Hitachi's commitment to undertake Human Rights Due Diligence in accordance with the UN Guiding Principles to identify and address human rights issues, including those related to modern slavery. Please visit: [http://www.hitachi.com/sustainability/renew/pdf/human\\_rights\\_policy.pdf](http://www.hitachi.com/sustainability/renew/pdf/human_rights_policy.pdf)
- Our employment practices and procedures ensure fair recruitment and treatment of employees.
- Hitachi maintains a global Hotline operated by a specialist third party which can be approached via different channels and multiple language 24 hours every day. All employees of Hitachi are encouraged to report any kind of malpractice, which includes any concerns related to modern slavery and human trafficking issues.

### **Our Progress to Date**

Over the last year,

1. we started using an updated General Terms and Condition version with our suppliers which included specific provisions relating to Hitachi Group CSR Procurement Guideline.
2. we raised awareness and built expertise by conducting an online training about the UK Modern Slavery Act and making it mandatory for all employees. It is intended to conduct this online training regularly. We also conducted a Human Rights Training in January 2023

as a e-Learning training and another e-Learning for Corporate Activities and Human Rights.

3. Hitachi High-Tech group announced the Framework of its 8th Sustainability Promotion Committee Meeting 2022 to establish and realize a CSR-based supply chain in order to reduce environmental and human rights risks in the supply chain. Target is to encourage business operations with a strong awareness of CSR, not only for the Hitachi Group, but also for partners and the entire supply chain.
4. we collaborated with external organisations and stakeholders, such as Hitachi Europe. Hitachi Ltd's regional corporate head office, has continued membership of and share learnings across the Hitachi Group from:
  - Shift's Business Learning Program, benefiting through shared learning on best practice and support from peers and stakeholders.
  - BSR (Business for Social Responsibility), a global not for profit organisation, participating in their Human Rights Working Group.
  - Tech UK's Sustainable Supply Chain group, providing access to learning from peers in the technology sector on modern slavery

### **Our Future Plans**

Over the coming year and beyond we plan to focus on the following areas:

- Develop and promote Human Rights Due Diligence
  - Implementing Human Rights Due Diligence, by undertaking a research and assessment of current HRDD activities/maturity, completing of a HRDD gap analysis, establishing Deliverables for implementation gaps and develop a Roadmap.
- Raising awareness and building expertise on Human Rights Due Diligence
  - In FY2023, the plans for the Human Rights Working Group in Hitachi Group companies in Europe include meetings that feature European and national regulation/legislation updates, news from Hitachi, Ltd. on the overall direction of the Hitachi Group and updates from Group companies.
- Collaborating with external organisations and stakeholders
  - We are continuing membership of Shift's Business Learning Programme and other external support.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Hitachi High-Tech Europe GmbH slavery and human trafficking statement for the financial year ended 31 March 2023. It has been approved by Hitachi High-Tech Europe GmbH's CEOs.

  
Kazuyoshi Matsukaze  
President  
Date: 06-04-2023