

# Modern Slavery Act Transparency Statement

## **Hitachi High-Technologies Europe GmbH Modern Slavery Act 2017 Statement**

Hitachi High-Technologies Europe GmbH recognises the importance of identifying and preventing the action and causes of Modern Slavery in our business and supply chain. This statement, our third made under Section 54 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 to 31 March 2018.

### Our Business

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), which are involved in sales and service.

### Operations

Our European business serves mainly products manufactured by Hitachi 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 (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 128 people and had a turnover in the 2017/2018 financial year of approximately € 704M / GBP 618M.

### Our supply chain

Our business groups supply a variety of products and services under the Hitachi brand. We had 10 Non-European suppliers (7 in Japan, 2 in China, 1 in Canada) of which 8 are Hitachi Group companies. The majority of the products supplied by us are manufactured by these Hitachi Group companies in Asia, primarily in Japan. 83% of our suppliers are based in Europe (whereupon 50% in UK and 30% in Germany).

### Our Policies

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 as much as possible.

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

- The Hitachi Group Codes of Conduct
- The Hitachi Group Human Rights Policy
- The Hitachi Guidelines for Procurement Activities
- Employment practices and procedures, which ensure fair recruitment and treatment of employees.
- A written whistleblowing procedure to encourage employees to report concerns of malpractice, which would include any concerns related to slavery and human trafficking issues.

Our progress to date and plans

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 had been implemented into our e-learning system and trainings had been conducted
- we raised again the awareness that the whistle blower system is also a channel for reporting of concerns regarding slavery and human trafficking and made this very explicit in the intranet for permanent visibility
- Employees from administration and sales took part in a workshop on the handling of modern slavery in the supply chain
- 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 2018. The statement has been reviewed and approved by the Board of Directors.



---

Hitachi High-Technologies Europe GmbH  
Yasukuni Koga  
President  
Date: 2018-08-15