

**Corporate Policy**

# Modern Slavery Statement

# Modern Slavery Act 2015: Slavery and Human Trafficking Statement

## Introduction from the Managing Director

This statement sets out actions taken by Ishida Europe Ltd ("Ishida" or the "Company" or the "employer") to understand and mitigate potential modern slavery risks related to its business, and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business, or supply chain.

We are committed to improving our practices to combat slavery and human trafficking. For example, Ishida are active members of SEDEX (Supplier Ethical Data Exchange), which allows us to provide ethical data to our customers. We are proud to be part of the Real Living Wage Foundation.

We have also adopted a Suppliers' Code of Business Conduct to address workplace issues such as working hours, child labour, forced labour, non-discrimination, freedom of association, health and safety and the environment. This code of conduct applies to our own operations, and we seek to identify and do business with companies that have aligned their standards with Ishida's Code of Conduct, including working to cascade these expectations throughout their own supply chain.

## Organisation's Structure

We are a manufacturer in the food, non-food, and pharmaceutical sectors. Our parent company is Ishida Co. Ltd. which has its head office in Japan. We have over 684 employees and operate throughout Europe, Middle East, and Africa regions.

We have a global annual turnover of circa £138 million.

## Our Business

The Company's business is the manufacture, sale and installation of weighing, packaging and quality control machinery to the food, non-food, and pharmaceutical industries, in the UK and overseas.

The Company currently operates in the following countries:

- United Kingdom (head office, manufacturing, sales and servicing)
- France (sales and servicing)
- Germany (sales and servicing)
- United Arab Emirates (sales and servicing)
- Netherlands (sales and servicing)
- Switzerland (sales and servicing)
- Czech Republic (sales and servicing)
- Romania (sales and servicing)
- South Africa (sales and servicing)
- Russia (sales and servicing)
- Sweden (sales and servicing)
- Turkey (sales and servicing)
- East Africa (sales and servicing)

We have agents and distributors based in countries around Europe.

## **Our Supply Chains**

Our supply chains include:

The purchase and supply of raw materials and components used in the manufacture of Food Weighing and Inspection Equipment. Our supply chains also include the provision of indirect materials and services.

Strategic materials and components are purchased from selected, well known, reputable companies, primarily in countries where Ishida has an operational presence. This presence supports a greater understanding of applicable legislation and customs and allows for local representation should any non-compliance be suspected.

We expect our suppliers to agree to our Supplier Code of Business Conduct which sets forth the standards and practices that apply to all suppliers of Ishida, such as fair treatment and equal opportunity, human rights, working hours and bribery.

## **Our Policies on Slavery and Human Trafficking**

As part of our initiative to identify and mitigate risk, Ishida engages in supplier auditing. In conducting our audits, Ishida refers to our Supplier Code of Business Conduct as a template for ensuring that appropriate codes of practice are installed and adhered to.

We do not accept or offer cash as payment for goods supplied or received. Supply or receipt of goods or services must be in accordance with customary business practice and our internal policies. We protect whistleblowers and encourage everyone; employee, contractor, customer or supplier, to report any perceived wrongdoing.

## **Supplier Adherence to Our Values**

Ishida is committed to a zero-tolerance policy to combat modern slavery or the trafficking of persons for any purpose and we expect our suppliers and contractors to uphold these important principles. Ishida does not tolerate human rights abuses, human trafficking and/or slavery, and will not engage or be complicit in any activity that solicits or encourages human rights abuse. To ensure that all supply partners comply with our values we have in place processes which consist of:

- Supplier auditing
- Code of Business Conduct
- Ongoing supplier assessments conducted regularly
- Periodic supplier visits

We have a compliance team, to identify and mitigate risk and uphold these important principles.

## **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we make training available to our staff.

### **Our Effectiveness in Combating Slavery and Human Trafficking**

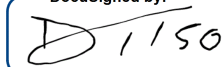
We have a Supplier Development team, whose aim is to develop relationships with our suppliers. We believe that our industry sector, supplier selection, supplier auditing and assessments and direct supplier visits, coupled with long term supplier relationships, help us to be compliant in this regard.

We continue to take the following further steps to combat slavery and human trafficking:

- Development of the compliance team;
- Further sharing of best practice;
- Better links between our internal teams who manage suppliers;
- Use Key Performance Indicators (KPIs) to measure our business performance and how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains; and
- Continued Supplier auditing.

We continue to develop best practice and ensure our day to day working methods limit the risk of any individuals being subjected to any form of slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending March 2020.

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Dave Tiso

Managing Director

Ishida Europe Limited

Date: April 2021.