

Modern Slavery Statement

Financial Year 2025/2026





OUR COMMITMENT TO ETHICAL BUSINESS CONDUCT AND MODERN SLAVERY PREVENTION

Ishida Europe Limited (Ishida) has zero tolerance for modern slavery, human trafficking and all forms of human rights abuse.

We are committed to conducting business ethically, sourcing responsibly and taking proportionate steps to identify, assess and address modern slavery risks across our operations and supply chains.

This commitment reflects Ishida's corporate philosophy of **Three Way Harmony**, which guides how we conduct business and make decisions:

GOOD FOR CUSTOMERS	GOOD FOR SOCIETY	GOOD FOR OUR COMPANY
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OUR BUSINESS AND STRUCTURE

Ishida manufactures, sells and installs weighing, packaging and quality control machinery for the food, non-food and pharmaceutical sectors.

Our parent company, Ishida Co. Ltd., is headquartered in Japan. Ishida Europe Limited supports customers across Europe, the Middle East and Africa (EMEA).

648 employees	£175.4m annual EMEA turnover	EMEA operating region
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We also work with agents and distributors across EMEA.

GOVERNANCE AND ACCOUNTABILITY

Legal, Procurement, Human Resources and other relevant business functions share responsibility for identifying, assessing and responding to modern slavery risks.

The Ishida Board of Directors provides oversight, reviews this statement annually and considers modern slavery as part of the wider compliance and governance framework.

OUR SUPPLY CHAINS

Our supply chains include raw materials, tools and components used to manufacture food weighing and inspection equipment, together with indirect materials and services.



Strategic materials and components are sourced from selected, established suppliers, primarily in countries where Ishida has an operational presence. This supports local understanding of applicable laws and customs and enables investigation and representation where concerns arise.

We recognise that risk can vary by geography, sector, labour model and supply chain complexity, and we seek to improve transparency over time through proportionate due diligence and risk assessment.

POLICIES AND CONTROLS

Within our business

- SEDEX membership supports ethical data sharing and risk assessment of our business and supply chain.
- We promote equal opportunity, fair treatment and compliance with applicable minimum wage and living wage requirements.
- Our recruitment processes check that individuals are legally entitled to work in the relevant country.
- Employees can access wellbeing resources and confidential reporting channels.
- Our Equality and Diversity, Respect and Dignity at Work and Whistleblowing policies set behavioural expectations and provide routes for raising concerns.
- Our Employee Code of Conduct reinforces our commitment to ethical business conduct, integrity, respect for human rights and compliance with applicable laws and company policies.
- Our Human Rights Statement reinforces our commitment to ethical business conduct, fair treatment of workers and respect for internationally recognised human rights.

Within our supply chain

- Our supplier due diligence activities are conducted using a risk-based approach, considering factors such as geographic location, industry sector, labour intensity and the nature of the goods or services supplied.
- Suppliers are expected to comply with our Supplier Code of Business Conduct, which includes standards relating to human rights, fair treatment, equal opportunity, child and forced labour, working hours and lawful business conduct.



- New suppliers complete an onboarding questionnaire and confirm compliance with our Supplier Code of Business Conduct.
- Supplier reviews may include self-assessments, on-site audits and periodic reassessment of existing suppliers.
- Supplier documentation is reviewed periodically, typically every two years, and we reissue the Supplier Code of Business Conduct to reinforce our expectations.
- Standard supplier contracts include compliance with applicable laws, including modern slavery requirements, together with termination rights for non-compliance.
- We do not accept or offer cash payments for goods supplied or received. Transactions must follow customary business practice and our internal policies.

TRAINING AND AWARENESS

We seek to promote awareness of modern slavery risks across the organisation, particularly among employees involved in procurement, supply chain management and recruitment.

As part of our commitment to continuous improvement, we plan to introduce more targeted training for Procurement, Buying and Human Resources teams to help identify and respond to modern slavery risk indicators.

SPEAKING UP AND RESPONDING TO CONCERNS

Employees, contractors, suppliers, customers and other business partners are encouraged to raise concerns about suspected wrongdoing, including potential modern slavery, human trafficking, labour exploitation or other human rights concerns.

Ishida's Whistleblowing Policy provides a confidential mechanism for concerns to be reported and investigated. Reports are reviewed and, where appropriate, escalated to the relevant functions for investigation and corrective action. We are committed to treating concerns seriously and safeguarding individuals who raise concerns in good faith from retaliation.

No reports relating to modern slavery or human trafficking were raised through our whistleblowing processes during the reporting period.

MEASURING EFFECTIVENESS AND NEXT STEPS

We review our modern slavery programme annually, with input from key business functions, to identify emerging risks, assess effectiveness and identify opportunities for improvement.

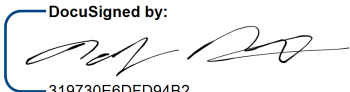


Our priorities are to:

STRENGTHEN DUE DILIGENCE Supplier onboarding, monitoring and risk assessment	SUPPLY CHAIN VISIBILITY Improve supply chain transparency and oversight	TARGETED TRAINING Procurement, Buying and HR teams	ESG FRAMEWORK Supplier governance, responsible sourcing and human rights	LONG-TERM OVERSIGHT Ongoing risk identification and management
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STATEMENT APPROVAL

This statement is published in accordance with section 54(1) of the Modern Slavery Act 2015 and outlines Ishida’s approach to preventing modern slavery and human trafficking during the financial year 2025/26.

APPROVED BY	Ishida Europe Board of Directors
APPROVAL DATE	21 st September 2026
SIGNED BY	Takayo Motegi, Managing Director
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