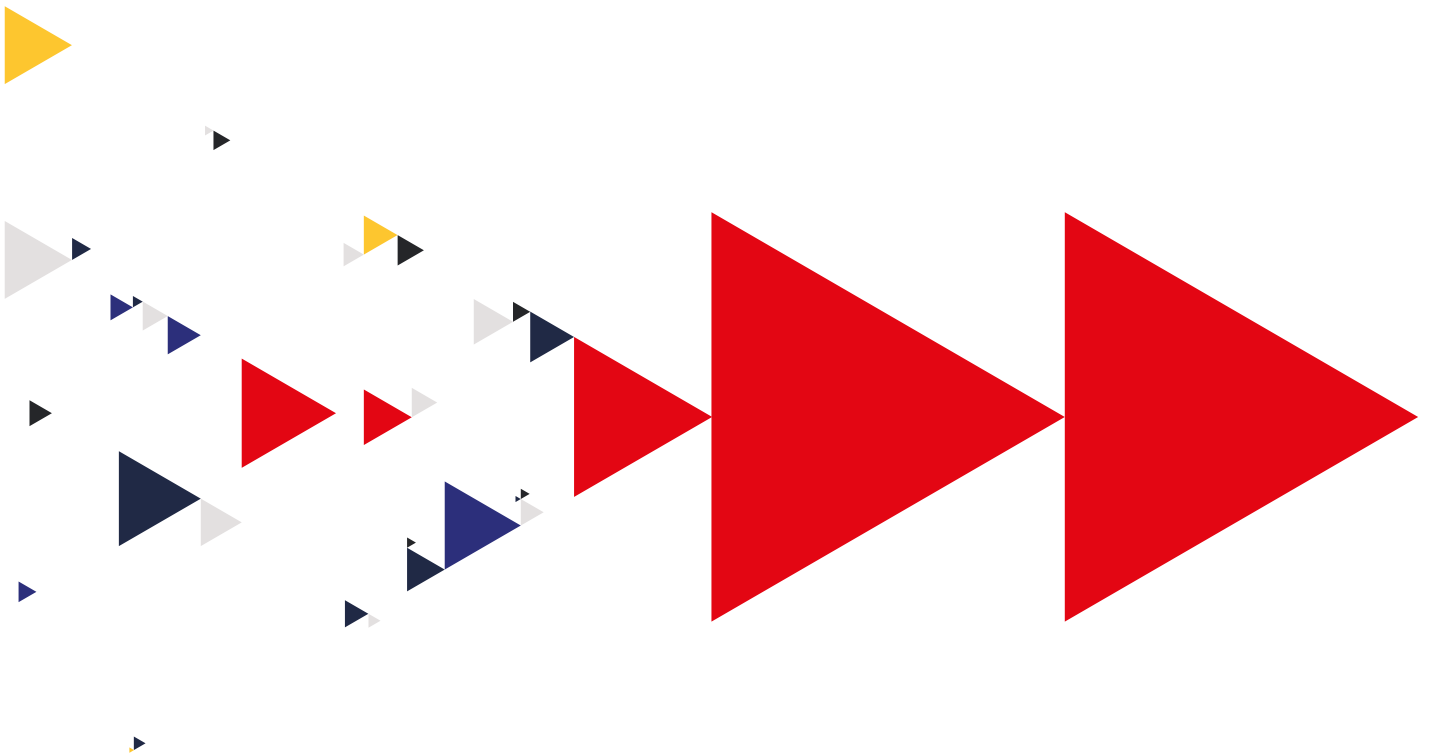




Modern Slavery Statement





Modern Slavery Act 2015: Slavery and Human Trafficking Statement

Introduction from the Managing Director

It continues to be a priority for Ishida Europe Limited ('Ishida') to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our 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 use the available risk assessment tools to conduct a risk assessment of our business and supply chain and provide ethical data to our customers.
- ▲ We are committed to ensuring that all of our people are paid fairly, and we are proud to be accredited by the Living Wage Foundation as a Living Wage employer.

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 Business Conduct applies to our own operations, and we seek to identify and do business with companies that have aligned their standards with such 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 750 employees and operate throughout Europe, Middle East, and Africa regions.

We have a global annual turnover of circa £149 million.

Our Business

Our 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.

We currently operate in the following countries:

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

We have agents and distributors based in countries around Europe, Africa and the Middle East.

Our Supply Chains

Our supply chains include:

The purchase and supply of raw materials, tools 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 investigation and 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.

In the early stages of our supplier selection process, we also review potential suppliers for suitability and reserve the right to conduct a minimum of 2 Supplier Assessments in the format chosen by Ishida to monitor compliance whether this be via on site audits, self-assessments or otherwise specified by us.

We also complete periodic re-evaluations of current suppliers in order to maintain our regular reviews of our supply chain.

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 whistle-blowers and encourage everyone; employee, contractor, customer or supplier, to report any perceived wrongdoing. We have a reporting mechanism set out in our Whistleblowing Policy to ensure that all suspected wrongdoing can be reported and investigated accordingly.

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 and assessments.

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 2023.

Approved by the Ishida Europe Board of Directors on 19 April 2023.

Dave Tiso
Managing Director
Ishida Europe Limited
Date: 19 April 2023

