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REGISTERED NUMBER 2242542 ENGLAND

## Modern Slavery Act 2015

The Modern Slavery Act 2015 deals with tackling human trafficking and slavery and introduces an obligation on companies to be more transparent in their dealings (including within their supply chains).

### Organisational Structure & Supply Chains

With a presence in the UK since 1977, HORIBA UK Ltd operates from 2 sites based in Northampton in the United Kingdom, providing an extensive array of instruments and systems for applications that include Automotive R & D, Process and Environment monitoring, in-vitro Medical diagnostics, Semiconductor manufacturing and Metrology, and Scientific research and Quality Control measurements.

In 2018 and 2019 HORIBA UK Ltd undertook a detailed review of its process for the initial evaluation and review of vendors. This led to the introduction of a new procedure that now includes the requirement for suppliers to disclose their turnover and make a declaration of the steps that they have taken to meet the obligations of the Modern Slavery Act 2015 on a regular basis.

In 2020 the Covid-19 pandemic introduced many challenges and some of these continue to be felt in 2021. These include travel restrictions that had a significant impact on the ability of our organisation to undertake audits of suppliers at their own premises. They also included a shift in the way that many people work, and it is becoming clear that home-working and hybrid-working will both play a significant part in the way many organisations will operate in future. Future restrictions on travel and increasingly distributed workforces will influence the manner in which the risk of modern slavery in the supply chain is managed.

HORIBA UK Ltd is committed to not knowingly supporting or dealing with businesses involved in slavery or human trafficking.

### Policies

HORIBA UK Ltd published a policy on its approach to Modern Slavery and Human Trafficking in October 2017 which states that the HORIBA Group has a zero-tolerance approach to modern slavery and is committed to act ethically and comply with all laws and regulations, which are relevant to the Group's businesses and individuals in all countries where the group operates.

We have continued to operate a confidential helpline for employees to report any concerns they have.

These are both included in an Employee handbook that is provided to all employees.

More recently a code of ethics has been prepared and subsequently issued for all HORIBA group companies. This will help further reduce the risk of modern slavery within our global supply chains.

### Due diligence processes

All personnel working for the company are required to supply relevant and up to date legal documents to provide proof of eligibility to work in the UK and age on the commencement of employment.

### Training for Staff

All existing staff were issued with a copy of the Employee Handbook (version 2 – January 2019) in February 2019 and all new starters receive a copy as part of their induction.

This statement is made for the financial year ending 31<sup>st</sup> December 2020 and has been approved by the Board of Directors.

President of HORIBA UK Ltd.

30<sup>th</sup> June 2021