

## 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 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 continued to be felt throughout 2021 including travel restrictions which 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 continue to play a significant part in the way many organisations will operate in future. Future restrictions on travel and increasingly distributed workforces will influence the way that modern slavery risks are managed in the supply chain. 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 made available and visible to employees on our internal system.

At a global level we have a code of ethics for all HORIBA group companies.

### 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 employees are required to undertake mandatory training for Modern Slavery awareness.

This statement is made for the financial year ending 31<sup>st</sup> December 2023 and has been approved by the Board of Directors.

President of HORIBA UK Ltd.