

## **Statement on Modern Slavery Act 2015**

This statement is made on behalf of TMEIC Europe Limited ("TMEU") which is a wholly owned subsidiary company of Toshiba Mitsubishi-Electric Industrial Systems Corporation ("TMEIC"), with regards to the Modern Slavery Act 2015 ("MSA") which requires organisations to be transparent about their efforts to eradicate slavery and human trafficking in their supply chain. It applies to the financial year ending 31 March 2022.

### **TMEU's business**

- Our UK business operation includes sales, engineering and after-sales services of industrial systems and renewable energy systems. As of March 2022, we employ 35 staff in the UK & EU, and our annual turnover to 31 March 2022 in the UK was in excess of GBP 32 million. Our principal supplier of goods and services is TMEIC. We may source other goods and services to meet our business needs.

### **Our Policies in relation to slavery and human trafficking**

- We have an Internal Standard Code of Conduct which requires us to comply with all applicable laws and regulations concerning human rights in each country and region, considering international standards and respect for human rights, labour conditions, health and safety and the environment, and requires that we shall not engage in acts of discrimination or shall not condone the use of either child labor or forced labor. The Standard Code of Conduct is instilled in all aspects of our operations and we ask our staff to review and complete the refresher training annually. For the recent financial year, this was conducted in January 2022.
- Our recruitment and HR policy requires us to check annually that every employee has all valid visa/work permit/citizenship to ensure everyone is eligible to work, and that we do not unknowingly employ ineligible persons.

### **Managing risk**

- We require our suppliers to confirm compliance with all laws and regulations, with specific adherence to the relevant laws on Human Rights, Labour, Health and Safety, including prohibition of forced labour, slavery, human trafficking, child labour, inhumane treatment and infringement of human rights, and discrimination; consideration of payment of appropriate wages, regulation of working hours and respect to freedom of association; and Fair Trade.
- We ask all our suppliers to confirm that their products (including their upstream supply chain) do not contain any minerals such as tin, tantalum, tungsten, and gold that are originated from, or has any association to the Conflict-Affected and High-Risk Areas.
- We have a whistleblowing system in place addressing human rights infringements, and which includes protection for whistleblowers.

### **TMEIC EUROPE LIMITED**

Registered in England and Wales with Company number 5952545  
and VAT No GB 886 1631 95 - Paid up share capital €3,500,000  
Registered Address: 8th Floor, 20 Farringdon Street, London EC4A 4AB, United Kingdom  
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### **TMEIC EUROPE LIMITED ITALIAN BRANCH**

Branch office of TMEIC Europe Limited  
Business Register of Bari / C.F. / P.I. 06549990726, REA BA-493518  
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We will continue our effort necessary to prevent slave labour and human trafficking within our supply chains. In addition to the measures mentioned above, we will continue to consider, and practice required steps to comply with the MSA.

This statement was made by TMEU pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes TMEU's modern slavery and human trafficking statement for the financial year ending 31 March 2022 . It has been approved by the board of directors of TMEU on September 22, 2022 and is signed on behalf of the board by TMEU's Managing Director.

Dated: September 22, 2022

Signed:



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Mark Freitas

Managing Director

TMEIC Europe Limited