

Hitachi Solutions Europe Ltd

Anti-Modern Slavery

Statement

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1 Introduction

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 for the fiscal year ending March 31, 2025 and articulates the steps that Hitachi Solutions Europe Limited has taken to minimise the risk of slavery or human trafficking in our supply chains or in any part of our business.

2 Description of the Company

Hitachi Solutions Europe Limited headquartered in London, United Kingdom, with subsidiaries in Europe, is a recognised leader in delivering proven business and IT strategies and solutions to companies across many industries within Europe.

The company provides value-driven services throughout the IT life cycle from systems planning to systems integration, operation and maintenance.

Hitachi Solutions Europe Limited delivers products and services of superior value to customers based on Microsoft Azure and Microsoft Business Applications. Additional services also include consultancy services for transformation and adoption and business Analysis. Hitachi Solutions also offer a managed application support services (Lifetime Services).

3 Organisational Structure

Hitachi Solutions Europe Ltd is part of Hitachi, Ltd. - one of the largest organisations in the world. We are fortunate to be a part of this extraordinary network of innovators where we have instant access to the experience and insight of over 850 companies worldwide.

Within Hitachi Solutions Europe Ltd we are structured along professional services delivery lines of Business Transformation, Microsoft Capabilities, and Support Services.

Hitachi Solutions Europe Ltd has two (2) German subsidiaries (1 holding, 1 trading subsidiary) and operates a branch structure arrangement supporting our Portuguese, French & Bulgarian operations in those respective countries.

4 Company Policies in relation to Slavery & Human Trafficking

Hitachi Solutions Europe Limited adheres to Group policies and guidelines to show our approach and commitment to addressing modern slavery:

- Hitachi Group Codes of Conduct
- Hitachi Group Human Rights Policy
- Guidelines for Procurement Activities
- Hitachi Group CSR Procurement Guidelines (3rd edition)
- Hitachi Equality Diversity & Inclusion Policy

Hitachi Solutions Europe Limited has instituted the Group whistle blowing system to prevent illegal and unethical behaviour, to promptly address infractions and to enhance our ability to self-regulate. This includes issues relating to the life and health of citizens or social justice.

Hitachi Solutions Europe Limited employees, former and temporary employees, and Hitachi Group company employees, temporary employees and officers, as well as employees and temporary employees of companies which conduct transactions with Hitachi Solutions Europe Limited can report via this system. All reports go directly to the compliance department of Hitachi, Ltd. or to an outside representative.

Contact can be made via mail or e-mail. Hitachi Ltd is the ultimate parent company of Hitachi Solutions Europe Limited. Hitachi Ltd's head office is in Japan.

5 Due Diligence Processes

5.1 Information on the Supply Chain

Hitachi Solutions Europe Limited purchases principally services from dedicated labour agencies to support peak delivery demand in Europe. Product purchases are in comparison very low in volume from both a financial value & frequency basis. Hitachi Solutions Europe Limited has had 380 active suppliers in the financial year April 2023 to March 2024.

5.2 Parts of the business and supply chains where there is a risk of slavery & human trafficking taking place

Hitachi Solutions Europe Ltd operates an active Anti-Modern Slavery Annual Survey process to ensure that the supply chain remains alive to the detection & reporting of any known or suspected concerns, to the appropriate standard & authorities.

Hitachi Solutions Europe Ltd has risk assessed this scenario.

Hitachi Solutions Europe Ltd is of the opinion that if we were to experience a known or suspected case it would be most likely directly related to our staff associate / third party resourcing, as opposed to permanent staff resourcing.

Hitachi Solutions Europe Ltd evidence reviewing this risk assessment on an annual basis as well as on demand.

For the avoidance of doubt, Hitachi Solutions Europe Ltd is alive to the potential occurrence of Modern Slavery and Human Trafficking in our permanent staff cohort.

5.3 Steps we undertake to assess & manage the risk

To address this perceived risk appropriately, Hitachi Solutions Europe Ltd evidence on a scheduled monthly basis, reports from functions indicating if they have encountered any reports of known or suspected cases.

For the avoidance of doubt, Hitachi Solutions Europe Ltd is alive to Modern Slavery & Human Trafficking risks associated with all our labour sources & services delivered by third parties.

Should there be any concern whatsoever, irrespective of source, these reports would be investigated, & if on initial review substantiated, it would be reported to the appropriate authorities.

Hitachi Solutions Europe Ltd is ISO 9001 certified evidencing that we have documented processes & the controls detailed in those processes are evidenced as being effective. All our processes are reviewed on an annual & on demand basis to ensure they reflect current state & audited by ISO accreditation organisations as well as a dedicated Group Internal Audit Function.

5.4 Effectiveness in ensuring slavery and human trafficking is not taking place in our business or supply chains measured by KPI's

At the time of writing, no known or suspected cases have been reported.

Hitachi Solutions Europe Ltd remains alert to the possibility however, as measured by the KPI's Hitachi Solutions Europe Ltd considers appropriate, as below:

- Number of reports: 0 (Nil)
- Suspected cases: 0 (Nil)
- Known cases: 0 (nil)

5.5 Training and capacity building

Hitachi Solutions Europe Ltd contributes positively to & follows the guidance of, the Hitachi Global Compliance Programme (HGCP) administered under the governance of Hitachi Group.

The Hitachi Global Compliance Programme (HGCP) has a particular focus on Modern Slavery & Human Trafficking awareness.

All our staff complete HGCP mandated Computer Based Training (CBT) modules.

Completion metrics are tracked & reconciled to evidence appropriate compliance & due diligence. Our training records are available to a dedicated Group Internal Audit function on demand.

In addition, Hitachi Solutions Europe Ltd has performed appropriate functional awareness of Modern Slavery & Human Trafficking scenarios to the appropriate functions & to the business as whole.

6 Action Taken During Prior Years

6.1 2023-2024

- Hitachi Solutions Europe Limited continued to approach the largest suppliers for self-evaluation in relation to Modern Slavery.
- Hitachi Solutions Europe Ltd continued to raise the profile of modern slavery internally and increase awareness of this issue and further develop maturity in this area of corporate social responsibility.
- Hitachi Solutions Europe Limited actively engaged in the Hitachi Group Compliance Programme & the associated initiatives, as required.
- Hitachi Solutions Europe Ltd reviewed the Anti-Modern slavery policy & amended it as required.

7 Plan for Current Year

7.1 2024-2025

- Hitachi Solutions Europe Limited will continue to approach the largest suppliers for self-evaluation in relation to Modern Slavery.
- Hitachi Solutions Europe Ltd will continue to raise the profile of modern slavery internally and increase awareness of this issue and further develop maturity in this area of corporate social responsibility in our supply chain
- Hitachi Solutions Europe Limited continues to evidence commitment in this area by active engagement with Hitachi Group Compliance Programme initiatives, as required.
- Hitachi Solutions Europe Ltd will continue to review the Anti-Modern Slavery policy & amend if/when required.
- Hitachi Solutions Europe Ltd will continue to contribute positively to & follows the guidance of, the Hitachi Global Compliance Programme (HGCP).

8 Hitachi Solutions Europe Ltd opinion

It is the opinion of Hitachi Solutions Europe Ltd that our Modern Slavery & Human Trafficking internal training, awareness building activities & reporting processes, meet the requirements of PPN 02/23: Tackling Modern Slavery in Government Supply Chains, the Modern Slavery Act 2015, as well as those of Hitachi Group.

For further information, please contact:

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• Change History

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24.01.17	Mark Barnes	1.0	Original document
13.02.19	Mark Barnes	2.0	Revised document
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- **Distribution**

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