

Modern Slavery Act Transparency Statement

Hitachi Europe Limited Modern Slavery Act 2015 Statement

Hitachi Europe Limited is part of the Hitachi Group and is a wholly-owned subsidiary of Hitachi, Ltd. in Japan. Our business in the UK is headquartered in Maidenhead, with significant presences in London and other UK locations. We also have branch offices in Istanbul (Turkey), Warsaw (Poland), Johannesburg (South Africa) and Copenhagen (Denmark), and representative offices in Vilnius (Lithuania) and Bucharest (Romania).

Our UK business operates as a European corporate centre for Hitachi, Ltd. and houses a number of diverse Hitachi businesses which are organised into operational business groups. These include the Digital Media Group, the Information Systems Group and the Power Device Division. We also provide corporate and administrative services to other Hitachi Group companies. Our UK business, and its overseas branch and representative offices, employs around 300 people and had a turnover in the 2015/2016 financial year of approximately £208 million.

Our business groups supply a variety of products and services under the Hitachi brand. A significant proportion of the products supplied by us are manufactured by Hitachi Group companies in Japan and elsewhere in Asia. We have approximately 60 trade suppliers (of which around 20 are Hitachi Group companies) and over 1000 non-trade suppliers.

We are committed to conducting business ethically and to ensuring that there is no slavery or human trafficking in our business or in our supply chains.

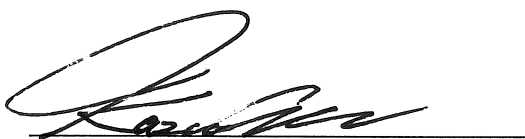
We have in place a number of company and Group policies which address issues relevant to slavery and human trafficking, including:

- the Hitachi Group Codes of Conduct
- the Hitachi Group Human Rights Policy
- written employment practices and procedures which ensure fair recruitment and treatment of employees
- a written whistleblowing procedure to encourage employees to report concerns of malpractice, which would include any concerns related to slavery and human trafficking issues

In the last financial year we have taken, and are continuing to take, the following steps to address the issue of modern slavery:

- we are focussing on the process of mapping our supply chains and undertaking a risk assessment to identify areas of potential risk for modern slavery
- we have targeted supplier due diligence in areas of currently-perceived risk and will review our due diligence processes in the light of the results of the supply chain mapping and risk assessment exercises to ensure an appropriate risk-based approach
- we have conducted mandatory online training on the Hitachi Group Codes of Conduct to targeted employees
- we have arranged the provision of human rights and modern slavery training to targeted employees to improve awareness of the issues. We are looking at integrating slavery and human trafficking awareness training into our e-learning programme
- we have prepared updated contractual provisions to include specific provisions relating to offences under the Modern Slavery Act
- once we have completed the risk assessment and review of due diligence processes we will be in a position to revise our sourcing procedures
- we are members of the UN Global Compact's UK Modern Slavery Working Group and participate in the Human Rights/MSA committees of relevant trade and industry bodies

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Hitachi Europe Limited's slavery and human trafficking statement for the financial year ended 31 March 2016.



Kazuo Abe
Managing Director
Date: 23 June 2016