

## Modern Slavery Act

### Transparency Statement

This statement is made on behalf of the Kajima group companies pursuant to section 54(1) of the Modern Slavery Act 2015 and relates to actions and activities during the year to 31 December 2018.

Kajima Europe Limited

Kajima Partnerships Limited

Kajima Properties (Europe) Limited

Kajima Community Limited (referred to collectively as "Kajima")

Kajima Europe is the European headquarters of Kajima Corporation, one of Japan's largest general contractors, a global leader in civil engineering, construction and development projects. It is a wholly-owned subsidiary of Kajima Corporation and from its London headquarters manages subsidiaries in the UK, Czech Republic, France and Poland.

In the UK Kajima has three principal operating businesses.

Kajima Properties (Europe) Limited is a property developer and investor.

Kajima Partnerships Limited is a leading PFI/PPP provider specialising in health, education and civic buildings.

Kajima Community Limited promotes and manages the community use of schools and other public facilities.

### Our commitment and supply chain

At Kajima, as part of our culture of good governance for good business, we operate a set of core values which reflect our commitment to ensure there is no slavery, forced or compulsory human labour, abuse of power over vulnerable individuals, human trafficking or any other form of exploitation as contemplated by the Modern Slavery Act 2015 in any part of our business or supply chain. Our supply chain is essentially subcontractors and various service providers.

Kajima believes in building long-term relationships with the supply chain leading to more open and collaborative working relationships which will help us to evaluate the risk of modern slavery. We welcome the transparency encouraged by the Modern Slavery Act 2015 and our statement sets out for the public, our clients, suppliers and employees, the steps that Kajima are taking in this regard.

### Our policies

Our commitment to **Anti-slavery and human trafficking**, which is publicly available on our websites, clearly sets out our commitment to acting ethically and with integrity in all our business relationships.

Our **Anti-bribery and corruption policy** sets out in detail our commitment to upholding and complying with all anti-bribery and anti-corruption laws. We take a zero tolerance attitude to bribery and corruption.

Our **Whistleblowing policy** encourages a free, open and honest culture. The senior management teams recognise that effective and honest communication is essential if concerns about breaches or failures are to be effectively dealt with and Kajima's success ensured.

Our **Equal opportunities and discrimination policy** outlines our commitment to taking all necessary steps to prevent all types of unlawful discrimination in the workplace and to taking positive action to promote equal opportunities for employees and potential employees.

### Supplier due diligence

Kajima believes it faces only a low risk of slavery and human trafficking in its business and supply chains based on the nature of its business, the limited range of goods and services forming its supply chains and the territories in which it is active. Kajima requires a risk analysis for all new suppliers which includes ESG factors and checks on negative publicity.

### Staff training

Kajima firmly believes that its employees should all be educated on the subject so that they are equipped with the knowledge that will enable them to take action and combat modern slavery. We will continue to ensure that all existing employees are refreshed with and new employees are made aware of the legislation and are provided with the correct guidance and training on how to manage the risk and identify signs.

In accordance with our values, Kajima will positively build on the work already in place to combat the risk of modern slavery in our sectors and will take further steps as we deem necessary to effect improvements.

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Approved by Kajima Europe Limited

Signed by [Redacted] (Director)

Date

25 FEB 19

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Approved by Kajima Partnerships Limited

Signed by [Redacted] (Director)

Date

25 FEB 19

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Approved by Kajima Properties (Europe) Limited

Signed by [Redacted] (Director)

Date

25 FEB 19

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Approved by Kajima Community Limited

Signed by [Redacted] (Director)

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