

## **Statement on Slavery and Human trafficking**

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps Sumitomo Electric Wiring Systems (Europe) Ltd continues to take in order to help ensure that slavery and human trafficking are not taking place in any part of our business or in our supply chains.

The automotive supply chain can be complex. The breadth, depth and interconnectedness of the automotive supply chain means that greater consideration is required in order to manage our business effectively and sustainably.

We believe that people are an organisation's main asset. Internally, we require our staff to comply with a code of ethics which upholds standards of ethical behaviour, non-discrimination and fair treatment. We are committed to respecting human rights and require our suppliers to do the same. With this in mind, we have adopted various means to communicate our expectations to our suppliers.

### **Company Policies relating to working conditions, slavery and human trafficking**

Slavery and forced labour can take many forms, including human trafficking or child labour. SEWS-E Group Company policies and statements, which include statements on working hours and conditions, CSR policy, Business Code of Conduct, Human Rights Policy, Health, Safety and Environmental Policy and Whistleblowing Policy, reflect our commitment to implementing and enforcing effective procedures and controls to minimise the risks of human trafficking and other modern slavery practices infiltrating our business operations or supply chains. We will ensure that our actions are taken ethically and with integrity in all of our business activities and relationships.

Our company policy on Human Rights clearly states that we will prohibit forced or child labour in any of our operations/locations. Our internal processes and controls ensure that we abide by this policy and all recruitment activity is closely controlled by our HR Professionals.

Our policies have been developed by our HR Professionals in conjunction with appropriate trade bodies and legal advisors and in consultation with trade union representatives and/or employee representative bodies, where appropriate.

**Setting standards** – We require new suppliers to comply with our Corporate Social Responsibility (CSR) Guidelines and require compliance with these guidelines to the end of our supply chain. The CSR Guidelines outline our prohibition of child labour, forced labour (including human trafficking), discrimination and any infraction of the law. Compliance with our CSR Guidelines by new suppliers is a requirement during both the tender phase and execution phase of new supplier engagement.

**Assessing standards** – We engage with our suppliers regularly and conduct audits which include examining whether our suppliers have implemented measures that maintain a safe and engaging workplace which satisfies our standards. For logistics service providers for instance, we look at whether supplier's employees are provided with sufficient training opportunities and whether they are properly motivated and supported in their further development.

**Monitoring standards** – We have put in place a whistleblowing mechanism to be used by our suppliers and their employees for lodging grievances or reporting violations. This allows us to follow up on supplier issues rather than merely setting standards.

**Maintaining Standards** – We continue to maintain business awareness of ethical labour practices

This statement has been read and approved by the Company's Board of Directors.

Mike Lawson

Managing Director

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