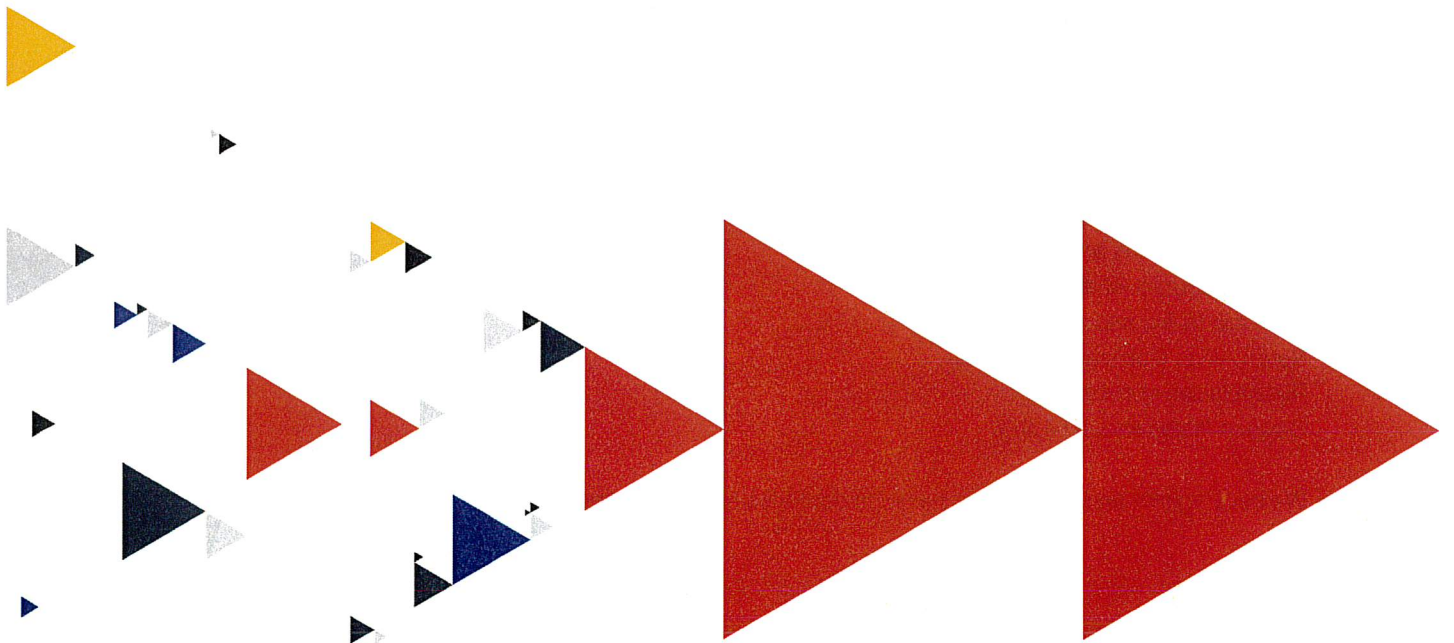




Modern Slavery Statement





Modern Slavery Act 2015: Slavery and Human Trafficking Statement

Introduction from the Managing Director

This statement sets out actions taken by Ishida Europe Ltd (“Ishida” or the “Company” or the “employer”) to understand and mitigate potential modern slavery risks related to its business, and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business, or supply chain.

We are committed to improving our practices to combat slavery and human trafficking. For example, Ishida are active members of Sedex (Supplier Ethical Data Exchange), which allows us to provide ethical data to our customers.

We have also adopted a Suppliers’ Code of Conduct to address workplace issues such as working hours, child labour, forced labour, non-discrimination, freedom of association, health and safety and the environment. This code of conduct applies to our own operations, and we seek to identify and do business with companies that have aligned their standards with Ishida’s Code of Conduct, including working to cascade these expectations throughout their own supply chain.

Organisation’s Structure

We are a manufacturer in the food and pharmaceutical sectors. Our parent company is Ishida Co. Ltd. which has its head office in Japan. We have over 550 employees and operate throughout Europe, Middle East and Africa regions.

We have a global annual turnover of £115 million.

Our Business

The Company’s business is the manufacture and sale and installation of weighing and packaging machinery to the food and pharmaceutical industries, in the UK and overseas.

The Company currently operates in the following countries:

- United Kingdom (head office, manufacturing, sales and servicing)
- France (sales and servicing)
- Germany (sales and servicing)
- United Arab Emirates (sales and servicing)
- Netherlands (sales and servicing)
- Switzerland (sales and servicing)
- Czech Republic (sales and servicing)
- Romania (sales and servicing)
- South Africa (sales and servicing)
- Russia (sales and servicing)
- Sweden (sales and servicing)

We have agents and distributors based in countries around Europe.

Our Supply Chains

Our supply chains include:

The purchase and supply of raw materials and components used in the manufacture of Food Weighing and Inspection Equipment. Our supply chains also include the provision of indirect materials and services.

Strategic materials and components are purchased from selected, well known, reputable companies, primarily in countries where Ishida have an operational presence. This presence supports a greater understanding of applicable legislation and customs and allows for local representation should any non-compliance be suspected.

Our Policies on Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk, Ishida Europe employ a formal process of auditing suppliers, which includes understanding sub-suppliers and other associates involved in the supply of parts, equipment and services. In conducting our audits Ishida Europe Ltd. will refer to our Supplier Code Of Business Conduct as a template for ensuring that appropriate codes of practice are installed and adhered to.

We have in place, systems to:

- ▲ not cash or cash equivalent
- ▲ consistent with customary business practice and supplier company policy
- ▲ not frequent or expensive
- ▲ not in violation of any law

Supplier Adherence to Our Values

We have zero tolerance to slavery and human trafficking. To ensure that all supply partners comply with our values we have in place a supply chain compliance programme. This consists of.

- ▲ Formal supplier auditing, before use
- ▲ Formal Code Of Business Conduct deployed to all suppliers
- ▲ Ongoing supplier assessments conducted twice yearly against 80% of Ishida Europe Ltd. direct spend
- ▲ Periodic supplier visits.
- ▲ Twice annual supplier conferences giving the opportunity to further deploy our policies to major suppliers

We have a dedicated compliance team, which consists of involvement from the following departments:

- ▲ Legal
- ▲ Human resources
- ▲ Procurement

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

Our Effectiveness in Combating Slavery and Human Trafficking

We use Key Performance Indicators (KPIs) to measure our business performance and how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains: We believe that our industry sector, supplier selection, supplier auditing and assessments and direct supplier visits, coupled with long term supplier relationships, help us to be compliant and risk free in this regard.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending March 2019.

Dave Tiso
Managing Director
Ishida Europe Ltd
Date: 13th December 2018

A handwritten signature in blue ink, appearing to read 'D TISO', with a long horizontal stroke extending to the right.