

2023/24 MODERN SLAVERY STATEMENT



Modern Slavery Act 2015: Slavery and Human Trafficking Statement

Introduction from the Managing Director

Ishida Europe Limited ('Ishida') is committed to a zero-tolerance policy to combat modern slavery and human trafficking and/or slavery, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

It therefore continues to be a priority for Ishida to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain.

This is a fundamental part of Ishida's core values and corporate philosophy 'Three Way Harmony' where we strive to be:

- Good for **Customers**;
- Good for **Society**; and
- Good for our **Company**

Organisation's Structure and Our Business

We operate as a manufacturer in the food, non-food, and pharmaceutical sectors, with our parent company Ishida Co. Ltd. headquartered in Japan.

We specialise in the manufacture, sale and installation of weighing, packaging, and quality control machinery for the above-mentioned sectors, serving both the UK and international markets.

We have over 650 employees and operate throughout Europe, Middle East, and Africa regions.

We also maintain a network of agents and distributors based in various countries across Europe, Africa, and the Middle East.

We have an annual turnover of circa £160 million across Europe, Middle East, and Africa.

Our Supply Chains

Our supply chains include:

The purchase and supply of raw materials, tools and components used in the manufacture of food weighing and inspection equipment. Additionally, we engage in the procurement of indirect materials and services.

Strategic materials and components are sourced from selected, well known, reputable companies, primarily in countries where Ishida has an operational presence. This presence supports a greater understanding of applicable legislation and customs, enabling prompt local investigation and representation in the event of suspected non-compliance.

Our Policies on Slavery and Human Trafficking

We have appropriate processes policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business, for example:

Our Business:

- Ishida are active members of SEDEX (Supplier Ethical Data Exchange), which allows us to use the available risk assessment tools to conduct a risk assessment of our business and supply chain and provide ethical data to our customers.
- We are an equal opportunities employer promoting fair treatment for all employees.
- We are committed to ensuring that all our people are paid fairly, and we are proud to be accredited by the Living Wage Foundation as a Living Wage employer.
- We have an established dedicated Remuneration Committee, consisting of Board members, tasked with reviewing salary and pay structures. This committee plays a vital role in identifying any potential modern slavery issues within our organisation, ensuring that all employees are fairly compensated and protected from exploitation.
- We maintain a transparent recruitment process to ensure that individuals are legally entitled to work in the UK or in any other relevant countries where we conduct operations.
- We offer access to wellbeing resources and confidential hotlines for our employees.
- Our Equality and Diversity Policy and Respect and Dignity at Work Policy set clear expectations for how employees should be treated within the organisation and empowers employees to speak up against any violations or concerns.

Our Suppliers:

- We require our suppliers to adhere to our Supplier Code of Business Conduct which outlines the standards and practices applicable to all Ishida suppliers.
 - These standards include principles of fair treatment, equal opportunity, the prohibition of child labour and forced labour, respect for human rights, and adherence to working hour regulations.
 - This Code of Business Conduct also governs our own operations, and we seek companies that have adopted similar standards, working with those who endeavour to uphold these principles throughout their own supply chain.
- We engage in supplier auditing, using our Supplier Code of Business Conduct as a reference to ensure that proper codes of practice are established and followed.
- We implement a Procurement Policy to carry out due diligence on suppliers.
- We also evaluate potential suppliers for suitability and retain the authority to conduct a minimum of 2 Supplier Assessments annually. These assessments may include on-site audits, self-assessments, or other specified methods.

- We also conduct periodic reassessments of existing suppliers to ensure ongoing reviews of our supply chain.
- Our standard supplier contracts incorporate commitments against modern slavery and stipulate compliance with all relevant laws, statutes, and regulations. We also reserve the right to terminate such contracts in the event of non-compliance.
- We do not accept or offer cash as payment for goods supplied or received. Supply or receipt of goods or services must be in accordance with customary business practice and our internal policies.

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 make training available to our staff.

Our Effectiveness in Combating Slavery and Human Trafficking


We safeguard whistleblowers and urge anyone, whether an employee, contractor, customer, or supplier, to report any suspected wrongdoing. We have a reporting mechanism set out in our Whistleblowing Policy to ensure that all suspected wrongdoing can be reported and investigated accordingly.

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our organisation and supply chains, we continue to take the following further steps to combat slavery and human trafficking:

- Development of the compliance team;
- Further sharing of best practice;
- Strengthening connections between our internal teams who manage suppliers;
- Enhancing the supplier onboarding process, implementing ongoing monitoring, and auditing;
- Continuing to take action to embed a zero-tolerance policy towards modern slavery;
- Regularly reviewing, monitoring, and updating policies and procedures; and
- Improving training and communication initiatives on this matter.

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 2023/2024.

Approved by the Ishida Europe Board of Directors on 21st May 2024.

Signed by:

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Dave Tiso
Managing Director
Ishida Europe Limited
Date: 21st May 2024