

MODERN SLAVERY AND ANTI-HUMAN TRAFFICKING STATEMENT

Our Commitment

Hitachi High-Tech Analytical Science (“HHA”) is committed to enforcing anti-human trafficking and anti-slavery practices. We strive to engage with suppliers, distributors, agents and other contractual relationships who demonstrate a similar commitment towards the health and safety of their workers and operate in compliance with human rights laws.

We are driven by the Hitachi Group Code of Ethics and Business Conduct (“Hitachi Code”) and other applicable Hitachi Group policies and protocols and consider them to be our foundation for addressing the human trafficking and modern slavery risks.

This statement is made in accordance with section 54 of the United Kingdom Modern Slavery Act 2015 (“the Act”) and constitutes our anti-slavery and anti-human trafficking statement for our financial year commencing 1 April 2024 and ending 31 March 2025.

This statement, which has been signed Dawn Brooks, Managing Director has been approved by the Board of Directors of HHA in the meeting held on 12/2/24

Our Organisation

HHA is a global supplier of high-tech analytical instruments. We aim to contribute to society by providing specialised focused solutions to meet the diverse efficiency needs of the industrial market and by improving customers’ ability to solve problems. By proactively responding to social issues, we strive to contribute to the achievement of all Sustainable Development Goals through our responsible Corporate Conduct and Social Innovation Business. Internationally, we operate in various countries and have given utmost importance towards protecting and respecting human rights in all our offices.

In accordance with the Hitachi Code, we respect the human rights of all those involved in our business activities. We believe that all human beings are born free and equal in dignity, fairness,

respect and rights. We follow the international conventions on human rights and labor laws and national laws and regulations in each market in which HHA operates.

The Hitachi Code applies to anyone who works for or represents HHA, to members of the board of directors, management, employees and contractors of HHA. HHA expects business partners to adhere to behaviours consistent with the Hitachi Code and applicable laws and regulations when working with or on behalf of HHA.

Due Diligence

According to the Hitachi Code, 'before entering into business with a business partner, Hitachi completes a risk-based screening or reputational due diligence process on potential business partners'.

HHA takes the responsibility of complying with the Hitachi Group Code of Ethics and Business and legal requirements around the world seriously and exercises due diligence prior to signing up distributors and other agents. HHA considers the nature and business practices of every part it engages with to ensure that vulnerable workers are not being trafficked or enslaved into filling positions of low or unskilled labour along the supply chain. HHA will always promptly investigate and respond to any allegations or reports of potential violations of human rights.

Risk Assessment and Management

Our standard contract clauses include the requirement to comply with the Hitachi Code at all times with any potential breach of the code resulting in HHA investigating and where a breach is found, terminating the contract with immediate effect.

Training

HHA requires all employees to undertake annual training with an assessment to ensure they have reviewed, understood, and agree to comply with the Hitachi Code.

Global Compliance Hotline and Internal Reporting System

To report potential misconduct or ethical concerns, HHA offers a variety of speak-up channels to its employees, such as a manager, next-level manager or another manager they trust, human resources department, compliance or legal team member, Hitachi global compliance hotline and global compliance portal.

Performance Indicators – Our Effectiveness

As of the date of the approval of this statement, we have not identified any incident of modern slavery in our supply chains.

Further Steps

HHA will continue to build upon the work already completed to combat and continue to monitor compliance for signs of modern-day slavery or human trafficking and this statement will be reviewed on a yearly basis going forward.

Signed



Dawn Brooks
Managing Director
Hitachi High-Tech Analytical Science