

**TOSHIBA EUROPE LIMITED****Modern Slavery Statement**

Pursuant to the United Kingdom (UK) Modern Slavery Act 2015, Chapter 30, Part 6, Section 54, Toshiba Europe Limited ("TEUR") states that we have taken steps during the financial year to ensure that slavery and human trafficking is not taking place in any of our supply chains and business. These steps include the adoption of various policies, putting in place a framework for respecting human rights, employee training and the establishment of a whistleblowing system to ensure that modern slavery is not taking place in our business or supply chain.

**Company Overview**

TEUR's principal activity is to develop software for the Smart Meter Communications market. In order to facilitate the roll out of smart meters, the Department of Business, Energy & Industrial Strategy (BEIS) commenced the procurement of services. TEUR is now contracted as a key supplier within this program. Shipment of communications hubs has been ongoing and the roll out will continue beyond 2022. Alongside the UK Smart Metering Program we have developed other products such as Quantum Key Distribution, solutions for the Energy Market and are also working closely with our research facilities to bring further solutions to market.

**Policies**

TEUR complies with universal principles regarding human rights and labour practices, including the Universal Declaration of Human Rights, and respect human rights through sound business practices. In addition to complying with law and regulations, TEUR has adopted and implemented a number of internal policies such as the Toshiba Group Human Right Policy and the Toshiba Group Standards of Conduct which stipulates respect for basic rights and oppose child labour and forced labour to ensure we are conducting business in an ethical and transparent manner.

<https://www.global.toshiba/ww/sustainability/corporate/policy/soc.html>

[https://www.global.toshiba/ww/sustainability/corporate/performance/social/human-rights.html#hum\\_01](https://www.global.toshiba/ww/sustainability/corporate/performance/social/human-rights.html#hum_01)

We request all our suppliers, who play an important role in our business, to understand and put into practice the Toshiba Group Procurement Policy which contains a clear prohibition on forced labour (including slave labour) and human trafficking <https://www.global.toshiba/ww/procurement/corporate/policy.html> and the Toshiba Group Conflict Mineral Policy in order to avoid complicity in any conflict in any high-risk area, and in order to prohibit the use of tin, tantalum, tungsten, gold and cobalt whose production is the result of human rights violations, including forced labour and child labour, environmental pollution, corruption, or other abuses -

[https://www.global.toshiba/ww/sustainability/corporate/performance/social/procurement.html#responsible\\_minerals](https://www.global.toshiba/ww/sustainability/corporate/performance/social/procurement.html#responsible_minerals)

**Training**


Training on the Standards of Conduct is continuously provided to all employees of TEUR to

make the Standards of Conduct the guiding principles of our daily business activities.

**Establishment of Whistleblowing System – In-House Reporting Systems**

TEUR operates an in-house reporting system which is a mechanism for whistleblowing anonymously.

The President & Chief Executive Officer signs this statement, and in doing so notes that the Board of Directors has approved the content of the statement on 25<sup>th</sup> August 2022.

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Mr Tomoaki Kumagai  
President and Chief Executive Officer  
August 2022