

Toshiba Group Slavery and Human Trafficking Statement

Pursuant to the United Kingdom's Modern Slavery Act 2015, Chapter 30, Part 6, Section 54, Toshiba Group hereby certifies that it has carried out procedures during the financial year (financial year 2019, April 1, 2019 to March 31, 2020) to ensure that slavery and human trafficking do not occur in any of our supply chains or in any part of our business. These procedures include the adoption of appropriate policies, a framework for ensuring respect for human rights, ongoing identification and monitoring of human rights risks, employee training and the establishment of a whistleblower system, and a consulting service that monitors and makes sure that modern slavery is not taking place in any part of our business or supply chains.

Company overview

Toshiba Group delivers products and services worldwide in energy systems & solutions, infrastructure systems & solutions, building solutions, retail & printing solutions, electronic devices & storage solutions, digital solutions, and the battery business. Toshiba was founded in 1875, and today operates a global network with approx. 126,000 employees worldwide and annual sales of 3.39 trillion yen.

<http://www.toshiba.co.jp/worldwide/index.html>

Policies

We comply with universal principles regarding human rights and labor practices worldwide, including the Universal Declaration of Human Rights, and respect human rights throughout our business activities. In addition to complying with laws and regulations, the Toshiba Group Standards of Conduct stipulates respect for basic human rights, including opposition to child labor and forced labor.

<https://www.toshiba.co.jp/sustainability/en/policy/soc.htm>

Our suppliers play important roles in Group companies' production and provision of services, and we request them to understand and apply the Toshiba Group Procurement Policy, which contains clear prohibitions on forced labor (including slave labor) and human trafficking.

<https://www.toshiba.co.jp/procure/en/policy/index.htm>

The Toshiba Group Conflict Mineral Policy prohibits the use of raw materials, including tin, tantalum, tungsten and gold, that are mined in the Democratic Republic of the Congo and its neighboring countries, which violate human rights.

https://www.toshiba.co.jp/sustainability/en/performance/social/procure.htm#conflict_mineral

Framework for Respecting Human Rights

The Human Rights Enlightenment Committee provides Group companies with leadership in promoting human rights awareness, under the basic principle of respect for human rights. The

committee promotes basic principles on human rights, enforces their practice, and provides instructions and support in order to promote respect for human rights throughout Toshiba Group.

Identification and Monitoring of Human Rights Risks

Toshiba Group regularly investigates potential human rights risks in its business activities through reviews based on ISO 26000, the international standard that provides guidelines for corporate social responsibility. We monitor implementation of our human rights initiatives by using the Human Rights Risks Survey to perform gap analyses, as a part of the Risk Assessment Programs of the Toshiba Group Risk Management System. The survey is based on guidelines and principles regarding human rights, labor practices worldwide and global trends, and in FY2019 it was used to conduct annual human rights due diligence on 254 Group companies.

This due diligence found some concerns about foreign migrant workers at a Group company in Malaysia, which subsequently made improvements, including revising its recruitment policy to comply with the RBA Code of Conduct. Oversight of foreign technical trainees was added to the survey for Group companies in Japan, and this confirmed that their treatment is in compliance with law and regulations.

Training

The Toshiba Group Standards of Conduct has been adopted by Group companies and is available in 24 languages. Training on the Standards of Conduct is provided annually to Group employees, so as to make the Standards of Conduct the guiding principles of our daily business activities.

Establishment of Whistleblower System and Consulting Service

The Toshiba Group receives internal reports and consultations concerning human rights through various points of contact, including our Risk Hotline, Audit Committee Hotline, and Clean Partner Line.



Nobuaki Kurumatani

Representative Executive Officer

President and CEO

Toshiba Corporation

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