

## **Toshiba International (Europe) Ltd. Slavery and Human Trafficking Statement**

Pursuant to the United Kingdom (UK) Modern Slavery Act 2015, Chapter 30, Part 6, Section 54, Toshiba International (Europe) Ltd. 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 in any part of our 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 whistle-blowing system to ensure that modern slavery is not taking place in our business or supply chains.

### **Company Overview**

Toshiba International (Europe) Ltd. principal activities include acting as a subcontractor to our ultimate parent company, Toshiba Corporation and its subsidiaries/related parties, undertaking power systems projects and assisting in coordinating and servicing contracts for the supply of heavy electrical and electronic products and procurement of materials and components to countries in Europe, Africa and the Middle East. Supervision of equipment installations, testing and maintenance including supervisory visits and post-contract reviews.

Toshiba International (Europe) Ltd. operates branch offices in Bulgaria, Italy, Kenya, South Africa and Serbia for the promotion and execution of heavy electrical apparatus projects and the supply of associated products and systems.

### **Policies**

We comply with universal principles regarding human rights and labour practices worldwide, including the Universal Declaration of Human Rights, and respect human rights through sound business activities. In addition to complying with laws and regulations, Toshiba International (Europe) Ltd. have adopted and implemented the Toshiba Group Standards of Conduct, which stipulates respect for basic human rights and oppose child labour and forced labour.

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

We request all our suppliers, who play an important role in the Toshiba Group companies' production and services, 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.

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

The Toshiba Group Responsible Minerals Sourcing Policy prohibits 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.toshiba.co.jp/sustainability/en/performance/social/procure.htm#conflict\\_mineral](https://www.toshiba.co.jp/sustainability/en/performance/social/procure.htm#conflict_mineral)

### **Due Diligence**

We notify all existing suppliers of our expectations and their obligations in relation to the prohibition of modern slavery and include appropriate measures in our due diligence processes for sourcing suppliers, subcontractors on a risk assessed basis.

Where appropriate, we will include reference to the Modern Slavery Act 2015 in our policies and procedures and any relevant contracts.

The company operates a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

### **Training**

Training on the Standards of Conduct is provided to all employees of Toshiba International (Europe) Ltd. to make the Standards of Conduct the guiding principles of our daily business activities.

### **Establishment of Whistle-blowing System– In-house Reporting System.**

Toshiba International (Europe) Ltd. operates a Standards of Conduct Box, which is the mechanism for “whistle-blowing” anonymously. This ensures that all employees know they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisal.

This statement is made pursuant to the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year 2020.

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Ms Ritsuko Ogino  
Managing Director  
Toshiba International (Europe) Ltd.  
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