

## 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 as generally stated below, during the financial year (financial year 2020, April 1, 2020 to March 31, 2021) to ensure that slavery and human trafficking do not occur in any of our supply chains or in any part of our own business operations. 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. 117,300 employees worldwide and annual sales of 3.54 trillion yen.

<https://www.global.toshiba/jp/outline/corporate/profile.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, Standards of Conduct for Toshiba Group 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.global.toshiba/ww/procurement/corporate/policy.html>

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 labor and child labor, 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)



## **Framework for Respecting Human Rights**

The Toshiba's 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 aligned with guidelines and principles regarding human rights and labor practices worldwide, and in FY2020 it was conducted as annual human rights due diligence on 211 Group companies.

In FY2020, we surveyed 211 Group companies and found that some of those in Asia were conducting medical tests which were not deemed necessary as part of the medical examinations conducted upon employment. Further investigations and interviews revealed that the purpose of these tests was to determine the type of work to be done and to check if candidates meet the required level of health conditions for the job. However, at the same time, it also became clear that there was a lack of awareness that these tests could lead to potential discrimination. The companies that had conducted the tests understood that the results could lead to discrimination, and have reviewed their current employment regulations, handbooks and any related documents and changed the contents to comply with global standards and the RBA Code of Conduct. In addition, we conducted a survey of our Group companies in Japan regarding foreign technical trainees, who were generally considered to be at high risk of forced labor, and confirmed that 3 Group companies had accepted the technical trainees as of December 2020. As a result of our investigation, we have confirmed that the companies were in compliance with the relevant Japanese laws and regulations. We will conduct further investigations to see if any technical intern trainees were charged exorbitant fees upon coming to Japan, and will consider and implement measures to prevent human rights violations against these interns.

## **Training**

Standards of Conduct for Toshiba Group 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.



**Satoshi Tsunakawa**

Representative Executive Officer

President and CEO

Toshiba Corporation

September 3, 2021