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REGISTERED NUMBER 2242542 ENGLAND

Modern Slavery Act 2015

The Modern Slavery Act 2015 deals with tackling human trafficking and slavery and introduces an obligation on all companies to be more transparent in their dealings (especially within their supply chains).

Organisational Structure & Supply Chains

Established in 1988, HORIBA UK Ltd operates from 2 sites based in Northampton in the United Kingdom, providing an extensive array of instruments and systems for applications ranging from Automotive R & D, Process and Environment monitoring, in-vitro Medical diagnostics, Semiconductor manufacturing and Metrology, to a broad range of Scientific research and Quality Control measurements.

In the past year HORIBA UK Ltd has updated its policy for the process of assessing new vendors before allowing them to be added to the Approved Vendor List. This new process includes the requirement for companies to disclose their turnover and make a declaration of the steps their company has taken towards compliance to the Modern Slavery Act 2015.

Modern Slavery Statements are requested from all applicable Vendors, which are kept on file.

HORIBA UK Ltd will not knowingly support or deal with any business involved in slavery or human trafficking.

Policies

HORIBA UK Ltd published a policy on its approach to Modern Slavery and Human Trafficking in October 2017 which states that the HORIBA Group has a zero tolerance approach to modern slavery and is committed to act ethically and comply with all laws and regulations, which are relevant to the Group's businesses and individuals in all countries where the group operates.

To support this policy, we have also issued a Whistleblowing Policy that includes the provision of a Confidential Helpline for employees to report any concerns.

Both policies were re-issued as part of an updated Employee handbook in January 2019.

Due diligence processes

In July 2018 HORIBA UK Ltd commenced a process of re-evaluating existing approved vendors by undergoing the same process as required for new vendors – this has resulted in more understanding of existing vendors and their compliance with the legislation.

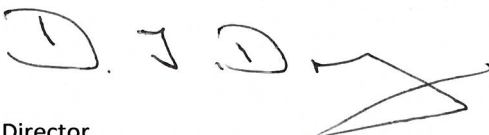
The use of child labour in HUK Operations is deemed to be low /minimal risk as all personnel working for the company are required to supply relevant and in date legal documents to provide proof of eligibility to work in the UK, which will include age on the commencement of employment.

Training for Staff

All existing staff were issued with a copy of the Employee Handbook (version 2 – January 2019) in February 2019 and all new starters receive a copy as part of their induction.

This statement is made for the financial year ending 31st December 2019 and has been approved by the Board of Directors.

Signed on behalf of the Board



Director

14/05/2019