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## **Form - slavery and human trafficking statement**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure that our business as well as our supply chains are free from slavery and human trafficking during the financial year ending 31<sup>st</sup> March 2021.

### **Introduction**

Vantec Europe Ltd is committed to preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

### **Our organisational structure and operations**

Vantec Europe Ltd is a provider of third-party warehousing logistics services working in the automotive / manufacturing sector.

We are a part of the Vantec Corporation of Japan and its parent is Hitachi Transport System Ltd. Our parent company has its head office in Japan.

### **Nature of our supply chains**

Our key supply chains involve UK based providers of manual handling equipment and temporary labour providers.

### **Policies relating to slavery and human trafficking**

Our Board adopted the Hitachi Standards of Integrity in January 2016 reflecting our commitment to implementing and enforcing effective procedures and controls and to acting ethically and with integrity in all our business activities and relationships. We make specific provision in our whistleblowing policy for the protection of those who whistle-blow.

More information about the Compliance Statement is available on our corporate website.

Vantec Corporation: <https://www.vantec-gl.com/sustainability/>

Hitachi Transport System Ltd: <http://www.hitachi-transportssystem.com/en/profile/csr/>

### **Risk assessment**

We have identified the following activities to be at highest risk of infiltration in relation to slavery and human trafficking:

- Temporary labour providers – UK based.

### **Due diligence processes in relation to slavery and human trafficking**

In order to monitor and mitigate the risks of slavery and human trafficking occurring within our supply chains we undertake the following due diligence processes in relation to all agency labour providers:

- Agreed service level in place. Mandatory requirement to follow “Eligibility to Work” documentation.
- Reserved right to audit this process at any time.
- All management members in our organisation have signed on the Written Pledge, so that they act in compliance with the Hitachi Transport System Group Code of Conduct, in compliance with related laws and regulations, and in compliance with internal company regulations.
- A mandatory Code of conduct education program is conducted each year.

### **Future action**

We aim to take further steps over the course of the next financial year including, refresher staff training to build on FY20 education and awareness levels and increasing supplier awareness of our requirements.

This statement is available upon request.

Authorisation:	Board approval granted – 29 <sup>th</sup> March 2021
Effective Date:	01 <sup>st</sup> April 2021
Signed by:	VEU Managing Director – Mr Martin Kendall