

## 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 2018.

### 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.

### 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.

**Future action**

We aim to take the further steps over the course of the next financial year including staff training and increasing supplier awareness of our requirements.

This statement is available upon request.

Signed by Mr M Kendall following Board Approval (13th April 2018)	
Date:	16th April 2018
VEU Managing Director:	Martin Kendall