

Statement on Modern Slavery Act 2015

This statement is made on behalf of TMEIC Europe Limited ("TMEU") which is a wholly owned subsidiary company of Toshiba Mitsubishi-Electric Industrial Systems Corporation ("TMEIC"), with regards to the Modern Slavery Act 2015 ("MSA") which requires organisations to be transparent about their efforts to eradicate slavery and human trafficking in their supply chain. It applies to the financial year ending 31 March 2023.

TMEU's business

- Our UK business operation includes sales, engineering and after-sales services of industrial systems and renewable energy systems. As of March 2023, we employ 36 staff in the UK & EU, and our annual turnover to 31 March 2023 in the UK was in excess of GBP 54 million. Our principal supplier of goods and services is TMEIC. We may source other goods and services to meet our business needs.

Our Policies in relation to slavery and human trafficking

- We have an Internal Standard Code of Conduct which requires us to comply with all applicable laws and regulations concerning human rights in each country and region, considering international standards and respect for human rights, labour conditions, health and safety and the environment, and requires that we shall not engage in acts of discrimination or shall not condone the use of either child labor or forced labor. The Standard Code of Conduct is instilled in all aspects of our operations and we ask our staff to review and complete the refresher training annually. A refresher session on the Whistle Blower Policy to all employees was performed in January'23.
- Our recruitment and HR policy requires us to check annually that every employee has all valid visa/work permit/citizenship to ensure everyone is eligible to work, and that we do not unknowingly employ ineligible persons

Managing risk

- We require our suppliers to confirm compliance with all laws and regulations, with specific adherence to the relevant laws on Human Rights, Labour, Health and Safety, including prohibition of forced labour, slavery, human trafficking, child labour, inhumane treatment and infringement of human rights, and discrimination; consideration of payment of appropriate wages, regulation of working hours and respect to freedom of association; and Fair Trade.
- We ask all our suppliers to confirm that their products (including their upstream supply chain) do not contain any minerals such as tin, tantalum, tungsten, and gold that are originated from, or has any association to the Conflict-Affected and High-Risk Areas.
- We have a whistleblowing system in place addressing human rights infringements, and which includes protection for whistleblowers.

TMEIC EUROPE LIMITED

Registered in England and Wales with Company number 5952545
and VAT No GB 886 1631 95
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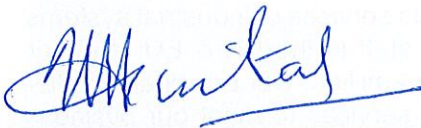
Branch office of TMEIC Europe Limited
Business Register of Bari / C.F. / P.I. 06549990726, REA BA-493518
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We will continue our effort necessary to prevent slave labour and human trafficking within our supply chains. In addition to the measures mentioned above, we will continue to consider, and practice required steps to comply with the MSA.

This statement was made by TMEU pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes TMEU's modern slavery and human trafficking statement for the financial year ending 31 March 2023. It has been approved by the Board of Directors of TMEU and is signed on behalf of the board by TMEU's Managing Director.

Dated: August 11, 2023

Signed:



Mark Freitas
Managing Director
TMEIC Europe Limited

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