

## Koito Europe Ltd Modern Slavery and Human Trafficking Statement January 2023 – December 2023

Here are the steps Koito Europe Ltd (KEL) have taken and continues taking to understand and minimise the potential risk of modern slavery in its business and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

### About Koito Europe Ltd

Koito Europe Limited (KEL) is a leading supplier to the automotive industry specialising in the design develop and manufacture of rear combination lamp lighting to many vehicle manufacturers.

KEL is a part of the Koito Manufacturing Company Limited (KMC) which is a Japanese based global organisation engaging over nineteen thousand people worldwide in the design and manufacture of all aspects of automotive lighting and supplying the world's foremost car manufacturers.

This global presence not only helps answer customer needs and facilitates stable product supply but gives us unique strengths in capitalising on new opportunities worldwide.

KEL is currently KMC's main manufacturer of rear combination lamps and fog lamp products in the European Market.

### Our Commitment to the Principles of the Modern Slavery Act 2015

KEL is committed to business integrity and high professional, ethical and moral standards in all our activities.

KEL has a zero-tolerance approach to slavery and human trafficking.

This approach extends to all our business dealings and transactions in which we are involved regardless of location or sector.

Modern Slavery is a crime and a violation of fundamental human rights.



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Registered England  
and Wales  
Company  
Registration No  
945580

It takes various forms such as slavery, servitude, forced and compulsory labour and human trafficking all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

KEL is committed to the prevention of modern slavery and human trafficking in all its forms and will not tolerate or condone the abuse of human rights within any part of our business or supply chains.

We have implemented a Modern Slavery and Human Trafficking Policy which applies to all persons working for us or on our behalf in any capacity.

As set out in our Modern Slavery and Human Trafficking Policy KEL are committed to:

- Acting ethically and with integrity in all our business dealings and relationships;
- Putting in place and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in our supply chains;
- Being transparent in our own business and in our approach to tackling modern slavery throughout our supply chains.

We expect high standards from all of our contractors, suppliers and other business partners. We expect that our suppliers will hold their own suppliers accountable to the same high standards.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

As an equal opportunity's employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff.

We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

To support these principles, we have created the following policies, which are reviewed regularly and communicated to our employees:

- Equality Policy
- Code of Conduct
- Whistleblowing policy



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- Bullying and harassment policy
- Modern Slavery Policy
- Corporate Social Responsibilities policy

We will continue to embed the principles through:

- 1) Carrying out training for staff on the Modern Slavery Act 2015 to inform them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- 2) Conducting a survey to be issued to all our suppliers and contractors to confirm that they do not engage in modern slavery in their own operation and that such practices are not part of their supply chain.
- 3) Continuing to take action to embed a zero-tolerance policy towards modern slavery ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.

The KEL board recognise the importance of the provisions of the Modern Slavery Act 2015 and the directors aim to ensure that slavery and human trafficking have no part in KEL's operation or its supply chain.

Signed on behalf of the board by Y Aoshima, Managing Director of KEL

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Signed 

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Date 02-04-2024



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