



**TOSOH EUROPE N.V.**

TOSOH

## **Modern slavery statement for financial year 2019**

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (the Act) and sets out the steps that Tosoh Bioscience has taken to ensure that slavery and human trafficking is not taking place in its supply chains or any parts of its business.

### **TOSOH BIOSCIENCE'S BUSINESS**

Tosoh Corporation is the parent company of a Japanese chemical and specialty products and materials group that comprises over 100 companies worldwide and a multiethnic workforce of more than 12,000 people. As Tosoh expands globally to meet the demands of evolving societies, it is creating new opportunities for an exciting future for people in a growing number of communities throughout the world. Tosoh has pioneered sophisticated bioscience systems that are used for the monitoring of life threatening diseases, such as diabetes and certain cancers, and to prevent epidemics by identifying pathogenic microbes. Tosoh believes that chemistry will contribute significantly to resolving sustainability issues worldwide. Tosoh is dedicated to improving the quality of life through environmental preservation, to ensuring the safety and health of its employees and society, and to achieving economic progress. Tosoh's corporate governance commitments focus on transparency, compliance, business performance, and operational efficiency. In place are a number of committees that all contribute to Tosoh's determination to be a good corporate citizen.

### **TOSOH EUROPE N.V.**

The Belgium-based European sales and distribution arm of Tosoh Bioscience, became the parent company for Tosoh European operations and was renamed Tosoh Europe N.V. in March of 2009. The newly named company provides Tosoh Group companies throughout Europe including UK with human resources, accounting, information technology, and other administrative services.

Established in 1984 as a biotechnology-oriented research company, Tosoh Europe N.V. still retains its original role of marketing Tosoh's clinical diagnostic systems and related products such as diagnostic reagents.

Tosoh Europe is a strong, sustainable and trusted organization which is focused on doing the right thing for its customers and the communities in which they live.



## **TOSOH 'S POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

Tosoh Europe operates policies which reflect its commitment to acting ethically and with integrity in business relationships, designing and implementing controls to ensure slavery and human trafficking should not take place anywhere in its supply chains. It continually evaluates business practices to ensure high standards of business behavior and social responsibility are exceeded.

The code of conduct promotes fairness and dignity for the people involved in the business. This includes the products, goods and services provided by suppliers through their supply chain. It is important to Tosoh Europe that all suppliers represent the Society in a manner that reflects its focus on doing the right thing for customers, employees and stakeholders.

Tosoh Europe asks all suppliers to adhere to its code of conduct, which includes human rights standards relating to forced or involuntary labour, human trafficking, child labour, working hours, wages and benefits, freedom of association, harassment and bullying.

## **SUPPLY CHAIN RISK**

As Tosoh is not in an industry with a high risk of modern day slavery, a risk based approach has been adopted to review supply chains that fall within industries that carry a higher risk of modern day slavery. Tosoh seeks further assurance in asking suppliers to adhere to the code of conduct through completion of a self-assessment in relation to their supply chain. Instances of non-compliance would be considered a breach of the code of conduct, wider policies and/or supplier standards.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of Tosoh Europe's initiative to identify and mitigate risk, the company carries out appropriate due diligence when engaging and working with suppliers, whilst also ensuring that the work undertaken is proportionate to the services to be provided and the risk involved.

## **TRAINING**

Tosoh Europe provides relevant training and career development for all employees. Managers receive further support that includes training and line manager guidance to ensure consistency on the application of recruitment processes, management of suppliers and policies on fair treatment at work and equality and diversity.



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Tosoh Europe will be providing additional training on the requirements of the Act to all relevant supplier managers.

**This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes Tosoh Europe slavery and human trafficking statement for the financial year ending 31/12/2019.**

**This statement has been approved by the board members.**

Shigeru Nakatani

Managing Director/President Bioscience Business Operations

TOSOH BIOSCIENCE

Date: February 7, 2020