

Maxell Europe Limited Anti-Slavery and Human Trafficking Statement

Maxell Europe Limited operates a pan European head office and a manufacturing site within the UK. The products Maxell sell are sourced from a broad range of local, national and international suppliers. Many of these international supply chain relationships are sourced and managed by our parent company Maxell, Ltd based in Japan.

Due to the Coronavirus pandemic Maxell assessed emerging risks and took steps to protect their workforce, suppliers, visitors and customers whilst continuing to trade, including advice on social distancing, hygiene, cleanliness, staff sickness advice, restricted business travel and working remotely.

Maxell's due diligence also includes our Group Code of Conduct referencing Ethical Trading, which **sets out our clear policy on human rights, child labour, labour legislation, conditions of employment, wages and benefits, health and safety and the environment**. The Group Code of Conduct will be reviewed on a regular basis to include our statement on human trafficking.

Maxell undertake all reasonable and practical steps, including factory, warehouse and tied accommodation inspections by our Group internal auditors. This is to ensure that our standards are being implemented throughout our supply chain and that local legislation and regulations are complied with. We will assess any instances of non-compliance on a case-by-case basis and will take remedial action where appropriate. We will only trade with organizations in our supply chain who fully comply with this policy or those who are taking evidential steps towards compliance.

This statement has been approved by our Board of Directors, who will review and update it as necessary on a regular basis.



M. Ishiwata
Managing Director

Review Date; 07 January 2021

This statement remains active and valid until its next review.