

Maxell Europe Limited Anti-Slavery and Human Trafficking Statement

Maxell Europe Limited operates a pan European head office 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.

Maxell have assessed emerging risks and will operate a temporary hybrid working policy until further notice, whilst returning to business normality in terms of business travel to suppliers or customers. We will monitor and evaluate International, National or local evolving issues or risks and adapt our business processes accordingly.

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.** Other supporting policies include **Whistleblowing, Anti-Bullying & Harassment, Diversity & Inclusion and Recruitment & selection.** The Group Code of Conduct and other policies are reviewed on a regular basis and available to all staff on our intranet. Our website includes 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.



K. Hasegawa

Managing Director

Review Date; 20 November 2023

This statement remains active and valid until its next review.