

Maxell Europe Limited Modern Slavery Statement

Maxell Europe Limited operates a pan European head office within the UK. The products Maxell import, distribute and sell business to business 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 Europe is committed to the principles of the Modern Slavery Act 2015, we are an equal opportunity employer ensuring our working environment adheres to equality, diversity and non-discriminatory policies and procedures. We consider our modern slavery risk to be low but 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, Equality & Diversity and Recruitment & Selection.** The Group Code of Conduct and other policies are reviewed on a regular basis and available on our intranet, in addition we provide annual compliance training to all staff through our e-learning platform. Our website and UK government register include our statement on Modern Slavery.

Maxell undertake all reasonable and practical steps, to ensure that our group 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; 14 November 2024

This statement remains active and valid until the next review.