



## HOYA Group – Modern Slavery Statement

The *Transparency in Supply Chains* clause in Section 54 of the UK Modern Slavery Act 2015 requires organisations over £36 million turnover and that carry out business in the UK, to produce an annual public statement on the steps they have taken to identify and eradicate slavery and human trafficking within their businesses and supply chains. The HOYA Group is committed to ensuring that its own company and business partners adhere to high ethical standards and comply with the laws and regulations applicable to their business, including laws relating to human trafficking and slavery.

The HOYA Group is a diversified, multinational company and leading supplier of innovative and indispensable high-tech and healthcare products. It is headquartered in Japan and is comprised of over 100 subsidiaries and affiliates with over 34,000 employees worldwide. HOYA's Life Care division supplies healthcare products such as eyeglasses and medical endoscopes. HOYA's Information Technology segment focuses on electronic products such as optical lenses for digital cameras and smartphones. Several UK-based subsidiaries manage sales of blanks, flexible endoscope reprocessors, optical lenses and flexible endoscopes. Production of our advanced optics technologies takes place in our owned manufacturing sites, based predominantly in Asia, with products shipped to our customers in Europe, the Middle East, Africa and the Americas.

All HOYA Group employees are required to adhere to the HOYA Business Conduct Guidelines (BCGs). The HOYA BCGs outline the company's expectations for business conduct and practices and include provisions on conducting business with high ethical and legal standards. HOYA aims to achieve its management principles, which contribute to economic prosperity, social progress and cultural advancement, through procurement activities which work to create and reinforce positive relationships with suppliers. Compliance with HOYA BCGs stands in addition to certain contractual requirement for suppliers and distributors to comply with all laws and regulations applicable to their business.

Prior to engagement of a supplier, HOYA evaluates a supplier's ability to meet HOYA's requirements, which may include supplier questionnaires and audits of supplier facilities. HOYA's expectations for compliance with ethical and quality standards are communicated to all potential suppliers.

HOYA periodically conducts audits of suppliers to confirm compliance with supplier performance and quality standards. HOYA works with suppliers to ensure the correct management systems are in place to prevent breaches.

The HOYA Help Line is available to all employees and can be used to report suspected violations of the BCGs, including human rights.

This statement was reviewed and approved by the HOYA Group President and CEO on September 30, 2016