

Modern Slavery Act 2015

Hitachi Capital (UK) PLC

Anti-Slavery and Human Trafficking Statement

Company Overview

Hitachi Capital (UK) PLC is a wholly-owned subsidiary of Hitachi Capital Corporation in Japan. Our business is headquartered in Staines-upon-Thames, with significant presences in Leeds, Newbury and other UK locations. We also have a subsidiary company in Poland, Hitachi Capital Polska.

We are a leading financial services company, providing innovative solutions to consumers, small to medium enterprises (SMEs) and corporate multinationals. Our UK business comprises four main trading divisions, Consumer Finance, Vehicle Solutions, Business Finance and Invoice Finance. In Poland, Hitachi Capital Polska leases vehicles on contract hire to business customers. Together the businesses, including Hitachi Capital Polska, employ over 1,100 people and had a consolidated turnover of over £538 million in the financial year ended 31 March 2016.

Business is sourced direct (for example, via the internet) or through retailers and brokers, who introduce customers to us. We have over 1000 suppliers, including those organisations which introduce business.

Our Policies and Principles

We are committed to conducting business ethically and to ensuring that there is no slavery or human trafficking in our business or in our supply chains. We expect our suppliers to meet the same high standards.

We have in place a number of company and Group policies which address issues relevant to slavery and human trafficking, including:

- the Hitachi Group Codes of Conduct
- the Hitachi Group Human Rights Policy
- written employment practices and procedures which ensure fair recruitment and treatment of employees
- a written whistleblowing policy and procedure which enables employees to report in confidence any concerns of malpractice or other unethical behaviour, which would include any concerns related to slavery and human trafficking issues.

Action taken in 2016

In the past financial year we have commenced, and continue to take, the following steps with the aim of ensuring that slavery and human trafficking are not taking place in any part of our business or our supply chains:

- risk assessments to identify areas of potential risk in relation to slavery or human trafficking;
- a review of our standard terms and conditions of employment (including the terms on which contractors and sub-contractors are engaged);
- mandatory online training on the Hitachi Group Codes of Conduct, and classroom-based human rights training, to targeted employees;
- a review of our procurement policy and our due diligence processes in relation to our suppliers and business introducers;
- the introduction in our standard tender documentation of a requirement for prospective suppliers to confirm that they comply with the Modern Slavery Act and the measures they have in place to ensure this;
- the introduction of contractual provisions requiring suppliers to comply with the Modern Slavery Act specifically and/or with all applicable UK legislation.

Our continuing commitment

We will continue to take these and other steps during the current financial year, with the aim of ensuring that slavery and human trafficking do not occur in any part of our business or our supply chains.

Approved by the Board

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Hitachi Capital (UK) PLC's slavery and human trafficking statement for the financial year ended 31 March 2016.



Robert Gordon
Chief Executive Officer
Date: 2nd August 2016