

## Hitachi Capital (UK) PLC

### Anti-Slavery and Human Trafficking Statement 2017

#### **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 a significant presence in Leeds, Newbury, Trowbridge and Telford.

We are a leading financial services company, providing innovative solutions to consumers, small to medium enterprises (SMEs) and corporate multinationals. Our business comprises four main trading divisions; Consumer Finance, Vehicle Solutions, Business Finance and Invoice Finance. Together the business employs over 1,200 people and had net earning assets of over £3.8 billion in the financial year ended 31 March 2017.

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 the risk of slavery and human trafficking taking place within our business or in our supply chains is mitigated and we expect our suppliers to meet the same high standards. This is done through engagement with suppliers and partners to ensure they meet the standards set by law, educating staff on the risk of modern slavery and, in areas identified as being high risk, ensuring successful preventative or mitigating action is taken.

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 includes any concerns related to slavery and human trafficking issues; and
- A written procurement policy outlining our requirements that suppliers operate in an ethical manner which does not impinge on their employees' human rights, incorporating anti-slavery and human trafficking measures, as well as encouraging employees to challenge any areas where they feel HCUK is not procuring goods and services in accordance with acceptable ethical standards.

**Action taken in FY2017**

In the past financial year we have taken action with the aim of ensuring that the risk of slavery and human trafficking taking place in any part of our business or our supply chains is mitigated. This has included the following:

- The initiation of a risk assessment framework to identify areas of potential risk in relation to slavery or human trafficking with new suppliers, as well as existing ones. This will, in time, address high risk supply chains beyond the initial supplier;
- Our standard terms and conditions of employment (including the terms on which contractors and sub-contractors are engaged) continue to be reviewed annually, ensuring that the relationship between employees and the business remains fair;
- Mandatory online training on the Hitachi Group Codes of Conduct, and classroom-based human rights training, to members of the company's Executive Committee, with a view to exploring rollout of training and continuous awareness initiatives to all staff in the year ahead;
- An updated procurement policy in relation to our suppliers and business introducers. This ensures that we;
  - Meet our obligations to customers, colleagues and regulators through ensuring that appropriate systems and controls are in place.
  - Ensure that our suppliers meet HCUK's standards and comply with all applicable laws and regulations.
  - Take suitable measures to identify, manage and address issues, including those relating to slavery and human trafficking, if they occur.
- Continued use of our standard tender documentation, ensuring that prospective suppliers confirm that they comply with the Modern Slavery Act and outlining the measures they have in place to ensure this; and
- Continued use 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 2017. It was approved by the board on 21<sup>st</sup> September 2017.



Robert Gordon

Chief Executive Officer