

Modern Slavery Act Transparency Statement

Hitachi Vantara Limited

Modern Slavery Act 2015 Statement

Hitachi Vantara is part of the global Information Solutions arm of Hitachi, Ltd. and focuses on delivering Information Technology (IT) infrastructure as well as content and Big Data solutions in order to enable social innovation and allow companies to deliver data-driven solutions for commercial and industrial enterprises. Hitachi Vantara unifies the former operations of Hitachi Data Systems, Hitachi Insight Group, and Pentaho into a single integrated business. Hitachi Vantara Limited is part of this Hitachi Vantara group of companies and is an indirectly wholly-owned subsidiary of Hitachi Vantara Corporation. Our business in the United Kingdom is headquartered in Stoke Poges (Buckinghamshire) with presence in London, Altrincham, Bracknell and Bristol. We also have branch offices in the United Arab Emirates and the Kingdom of Saudi Arabia.

Our United Kingdom business includes our central functions located in Stoke Poges (Buckinghamshire) and also acts as the transacting and customer-facing entity for our operations in the United Kingdom. Our UK business, including its overseas branches, employs around 500 people and had a turnover in the 2017/2018 financial year of £719million.

Our business groups supply a variety of information technology products and services under the Hitachi brand. A significant proportion of the products supplied by us are manufactured by Hitachi group companies but Hitachi Vantara Limited also sources third-party product from reputable information technology partners. Our products are assembled in our European distribution centre in Zaltbommel, Netherlands. They are then sold directly to end-customers or through our distribution channels of authorised resellers.

We are committed to conducting business ethically and to minimising the risk of slavery or human trafficking in our business and in our supply chains as much as possible.

We have in place a number of company and group policies and comply with certain standards which address issues relevant to slavery and human trafficking, including:

- [The Hitachi Group Codes of Conduct](#)
- [The Hitachi Group Human Rights Policy](#)
- [The Hitachi Vantara Code of Ethics and Business Conduct](#)
- Employment practices and policies which ensure fair recruitment and treatment of employees and commitment to providing equal opportunities throughout employment, including in the recruitment, training and promotion of employees and to eliminating discrimination in the workplace whether on grounds of disability, gender, religion, sexual orientation, marriage, race, colour, national or ethnic origins.

- A whistleblowing and non-retaliation policy with the aim of preventing illegal or unethical behaviour which highlights the fact that all Hitachi Vantara employees and contractors are required to report actual or suspected violations of laws, regulations and Hitachi Vantara Policies.

In the last financial year we have continued to take the following steps to address the issue of modern slavery:

- We have continued to ensure that the obligation to comply with the Hitachi Vantara Code of Ethics and Business Conduct is included in our partner agreements and have extended this process to our suppliers through our procurement agreements (including immediate rights of termination if Hitachi Vantara reasonably suspects that a supplier is acting contrary to our codes of conduct or where Hitachi Vantara considers, on reasonable grounds, that a supplier's repeated breach is inconsistent with the supplier having the intention or ability to perform or otherwise give effect to such terms).
- We have continued to review our partners in 'at-risk' territories in order to ensure that they comply with the standards promulgated within the Hitachi group including by screening potential resellers for integrity and reputational risks (including their key principals).

In the next financial year we plan:

- To finalise the mapping of our supply chain in light of our integration and improve our human rights due diligence process for assessing and addressing risks in the supply chain.
- To start identifying relevant KPIs for measuring our progress.
- To identify high risk suppliers.
- To develop a program for participation in the modern slavery e-learning programme and in particular identify key functions for a more targeted approach.

This statement has been approved by Hitachi Vantara Limited's Board of Directors, is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes Hitachi Vantara Limited's slavery and human trafficking statement for the financial year ended 31 March 2018.

Richard Gadd

General Manager EMEA

Date: 5 February 2019