

## KASAI UK LTD Statement of Anti Slavery

### **Introduction**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the Act) and sets out the steps that KASAI UK LTD has undertaken in this financial year to combat slavery and human trafficking. It also sets out the steps we shall be taking going forwards to review the effectiveness of the steps we have taken and to improve our practices.

### **Organisation's Structure**

We are a manufacturer of interior automotive components in the automotive sector. We are a part of the KASAI Group, and our ultimate parent company is KASAI KOGYO CO LTD. KASAI KOGYO has its head office in Japan. We have over 700 employees in the UK and operate in 10 countries.

### **Our Supply Chains**

The automotive supply chain is one of the most complicated of any industry. There are many levels of suppliers between a Tier 1 supplier and the source of raw materials that enter the manufacturing process.

The breadth, depth and interconnectedness of the automotive supply chain make it challenging to effectively manage business and sustainability issues. Respecting human rights and environmental issues in the supply chain is ultimately our suppliers' responsibility. As customers, however, we play an active role in supplier development and have adopted various means to clearly communicate our expectations to our suppliers. During 2017 we have improved our new supplier audit to incorporate questions in relation to confirmation of supplier compliance.

Our supply chain consists of global regions.

### **Our Policies on Slavery and Human Trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and monitoring effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We continue to report progress in delivering our plan to the board of directors for review.

### **Due Diligence Processes for Slavery and Human Trafficking**

As part of our initiative to identify and mitigate risk we:

Where possible build longstanding relationships with local suppliers and make clear our expectations of business behaviour.

With regards to national or international supply chains, we expect these entities to have suitable anti-slavery and human trafficking policies and processes.

Have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

We have in place systems to:

- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

#### **Supplier Adherence to Our Values**

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

The Sales and Purchasing Department are responsible for the compliance in their departments and for their supplier relationships.

We establish expectations with our supply base and notify them of their obligation to comply with our General Supplier Agreement. For example, the vast majority of our supplier contracts and PO terms contain language requiring the suppliers to comply with these codes. If any issues are identified the supplier is required to prepare a corrective action plan and resolve all violations within an agreed upon time period. Following planned in depth risk mapping during 2018, our systems and procedures will be reviewed and further enhanced where required.

#### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year.

P Watson



Deputy Managing Director

KASAI UK LTD

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