

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, and has global presence in 8 countries. Kasai UK has over 500 employees.

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. Since the implementation of the Modern Slavery Act we have improved our new supplier audit to incorporate questions in relation to confirmation of supplier compliance. Organisation changes and appointment of a Consumable Buyer from Jan 2022 enhanced the management of supplier sourcing and supplier development in this area. We have over 500 suppliers, of which majority are related to consumable items.

New supplier forms were updated to include confirmation that the supplier has a modern slavery policy, a supplier questionnaire was developed during 2024 and was rolled out to direct suppliers which includes confirmation that they have statements as required, under the provisions of Section 54 of the Modern Slavery Act 2015. This will be expanded to include our indirect supplier base. In addition supplier risk mapping activity was started during 2024 and will continue into 2025 as part of our KPI's.

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. OEM imposed suppliers are outside of our influence and scope.

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 also 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.

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 Purchasing Department are responsible for the compliance in their department 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. As a result of initial risk mapping in 2018, our systems and procedures continued to be enhanced, Kasai UK have been a member of the SLAVE-FREE ALLIANCE (SFA) since 2019. Regular Gap analysis with SFA has been carried out during the last few years, and a strategy and activity to implement improvements was put in place, however due to COVID 19 and the impact of semi conductor on our industry there were some initial delays in introducing these.

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 and awareness campaigns which are ongoing to our employees. We also require our business partners to provide training to their staff and suppliers and providers. Throughout 2024 we have enhanced our inductions to provide more information on the signs of Modern Slavery and also ran an internal campaign on during Modern Slavery week to highlight this important topic and the escalation processes that we have in place.

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.

J Usher

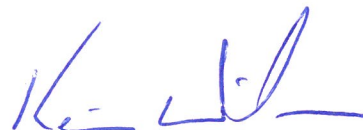


Deputy MD Commercial, PM, Design & IT

KASAI UK LTD

Date: 17/3/2025

K Wilson



Deputy MD Production, Engineering & Quality

KASAI UK LTD

Date:

17/3/25