

Hitachi Digital Services

Modern Slavery Transparency Statement

Hitachi Digital Services LLC (“Hitachi Digital Services”) recognizes the importance of identifying and preventing modern slavery in our own business operations and our supply chain. This Statement sets out the steps we have taken to reduce the risk of modern slavery and human trafficking in our global business operations and supply chain as of May 1, 2024, as well as our future plans for the current year and beyond.

Our Business

Hitachi Digital Services is a wholly-owned subsidiary of Hitachi Digital LLC, a company owned by Hitachi, Ltd. (“Hitachi”), headquartered in Japan and listed on the Tokyo stock exchange. As part of the global Digital Systems & Services division of Hitachi, Ltd., we focus on delivering digital transformation services that our customers, industries and society use to accelerate the implementation of cutting-edge solutions to the most challenging issues confronting industry and society today.

Our Operations and Supply Chain

Working alongside each customer, Hitachi Digital Services applies our comprehensive brand portfolio, encompassing services in cloud, data analytics, IoT technologies, and integration of OT and IT services, to benefit both business and society. Our customers trust Hitachi Digital Services to help them develop new revenue streams, unlock competitive advantages, lower costs, enhance customer experiences, and deliver sustainable value to industry, our customers, and the communities they serve.

In alignment with its core values of Harmony, Sincerity, and the Pioneering Spirit, Hitachi makes every effort to act with the utmost regard for human rights by fostering a common awareness of social responsibility in the global business market. This expectation applies not only to Hitachi’s employees, but also to its contractors, vendors, suppliers, and other third parties (collectively, “suppliers”) with which Hitachi works. At Hitachi Digital Services, we aim to partner with our suppliers to ensure they embed these values into their corporate culture and operations as a means to abolish modern slavery and all forms of forced or compulsory labour, wherever they are conducting business and from wherever they are sourcing.

Our Approach

We are committed to conducting business ethically and to minimising the risk of modern slavery and human trafficking in our own business and within our supply chain.

Our commitment and work is strongly supported by Hitachi, Ltd. In 2019, Hitachi, Ltd.'s President and CEO, Toshiaki Higashihara, signed the World Business Council for Sustainable Development's [CEO Guide to Human Rights](#) calling for CEOs to go beyond compliance to drive transformative change in corporate respect for human rights.

In line with Hitachi, Ltd.'s global human rights approach to create a value chain where the human rights of all stakeholders are respected, Hitachi Digital Services seeks to work with suppliers that actively address modern slavery.

Our Policies

We continue to apply our company policies addressing modern slavery risk, among others, to support this effort, including, but not limited to:

- The Hitachi Group Code of Ethics and Business Conduct: [Code of Conduct - Compliance : Hitachi Global](#)
- The Hitachi Group Whistleblowing Policy: [whistle.pdf \(ethicspoint.eu\)](#)
- Hitachi's Expectations of Business Partners: [BusinessPartners EN.pdf \(hitachi.com\)](#)
- Our written employment practices and procedures support fair recruitment and treatment of employees, a commitment to providing equal opportunities throughout employment, including in the recruitment, training and promotion of employees and eliminating discrimination in the workplace whether on grounds of disability, age, gender, religion, sexual orientation, marriage, race, colour, national or ethnic origins.

Risks of Modern Slavery in the Supply Chain

According to the International Labour Organization (2021), the Global Estimates indicated there are 49.6 million victims living in modern slavery on any given day. Hitachi believes that upholding human rights is our responsibility as a global company and essential to conducting business. We refuse to engage in activities that have potential impairments on individual dignity and make continuous efforts to respond to human rights impacts effectively.

The Hitachi Digital Services commitment to the identification and prevention of modern slavery covers various exploitative activities such as forced labour, slavery, child labour, and human trafficking. By promoting awareness and understanding of the risks within our own sector, improving collaboration across our organization, and strengthening supply chain transparency, Hitachi Digital Services continues to combat the risk of human trafficking and modern slavery from entering our supply chain.

Our Progress to Date

Over the last year, Hitachi Digital Services has:

- Developed an updated modern slavery/forced labor risk assessment and mapping framework for use with new and existing suppliers using a variety of internal and external sources such as Transparency International's Corruption Perception Index (CPI), The Global Slavery Index, ITUC Global Rights Index, International Labour Organisation (ILO), and Trafficking in Persons Report, and various World Bank World Governance Indicators.
- Incorporated social practices questionnaires into our supplier RFP process.
- Integrated questions regarding sustainability ratings by external organizations (e.g. EcoVadis, Responsible Business Alliance, etc.) during the supplier onboarding process.
- Dedicated Environmental, Social, and Governance (ESG) Director hired by our parent company, Hitachi Digital LLC, who is responsible for general oversight and reporting of sustainability initiatives undertaken by Hitachi Digital Services. The ESG Director's mission is supported by a variety of functions all over the business, including Compliance, Legal, Internal Audit, Finance, Procurement, Human Resources, Operations, Marketing, and Sales.
- Reiterated current business standard policies through online correspondence with existing suppliers. For new suppliers, Hitachi Digital Services provides current business standards policies and requires a registration completion email.
- Improved our due diligence processes for assessing and addressing risks in supply chain using a risk-based approach and identifying high-risk suppliers, as appropriate.
- Provided input to Hitachi, Ltd. in its drafting of the Hitachi Group Code of Ethics and Business Conduct, Hitachi's Expectations of Business Partners, and the Hitachi Group Whistleblower Policies.
- Reviewed Hitachi Digital Services contract templates and revised these documents where we saw opportunities to enhance the modern slavery compliance.
- Continued to enhance our processes to evaluate supplier compliance with Hitachi Digital Services standards for preventing human trafficking and modern slavery.
- Continued to require annual mandatory workforce certification of compliance with the Code of Ethics, which reflects a commitment to the abolition of slavery and all forms of forced or compulsory labour and details our commitment to caring for our communities (See Code of Ethics, pp. 30-31).
- Continued to ensure that our workforce completes mandatory annual Code of Ethics and Anti-Harassment, Discrimination, and Retaliation trainings.
- Continued to enhance our on-line and face-to-face staff and wider training to address sourcing procedures and supplier due diligence processes, equipping our staff with

greater knowledge and ability to identify the risks of modern slavery and how to address them through supply chain transparency requirements. Training supports the effective implementation of our enhanced sourcing procedures by equipping our employees and those who work within supply chain management at Hitachi Digital LLC with the skills and knowledge to undertake a risk-based assessment aimed at identifying and mitigating the risk of modern slavery within our supply chain.

Our Future Plans

Over the coming year and beyond, Hitachi Digital Services, in conjunction with its parent company, Hitachi Digital LLC, will focus on:

- Implementing an advanced technology system to enhance our due diligence process and to identify high risk suppliers throughout the Supplier Life Cycle Program.
- Requiring suppliers to certify that materials incorporated into their products comply with laws regarding modern slavery and human trafficking of the country or countries in which they are doing business.
- Developing and launching on-line responsible supplier training for high-risk suppliers in multiple languages.
- Finalizing a supplier audit program to detect modern slavery/trafficking red flags.
- Finalizing a coordinated responsible supplier program to ensure that at-risk suppliers are taking steps needed to reduce modern slavery and trafficking risk profiles.

Review

The above constitutes the Hitachi Digital Services modern slavery and human trafficking Statement. The term “Hitachi Digital Services” as used herein refers to Hitachi Digital Services LLC and its wholly-owned subsidiaries including, without limitation, Hitachi Digital Services UK Limited (a UK-based subsidiary). This Statement is made pursuant to the requirements of section 54(1) of the UK Modern Slavery Act 2015, Part 2 of the Australian Modern Slavery Act 2018, and The California Transparency in Supply Chains Act. All necessary consultation related to this Statement has taken place between Hitachi Digital Services and its subsidiaries.

Signed by:



Roger Lvin,
Chief Executive Officer
Hitachi Digital Services LLC
Date: 2 May 2024