

## **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 600 employees in the UK and operate in 11 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. 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 March 2022 will enhance the management of supplier sourcing and supplier development in this area.

Where possible we aim to use local suppliers, due to the range of products we purchase some of 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.
- 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 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 risk mapping in 2018, our systems and procedures continue to be enhanced, our membership with the SLAVE-FREE ALLIANCE which has brought added benefits and support during the last three years will continue. Gap analysis with SFA was carried out during 2019, and a strategy and activity to implement improvements was put in place, however due to the challenges in the last two years relating to COVID 19 and supply chain issues of semi-conductor on our industry these will now be delayed into 2022.

### **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. We have actively reviewed our Compliance related policies during 2021 in conjunction with the Global Kasai compliance team and will roll these out through a comprehensive training plan during 2022.

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.

K Wilson



Deputy MD Production & Engineering

J Usher



Deputy MD Commercial, PM, Design

KASAI UK LTD

Date: 16/12/2021