

# **Modern Slavery Transparency Statement**

Hitachi Vantara recognizes the importance of identifying and preventing modern slavery in our business and 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 our fiscal year 2019 ended on 31 March 2020 as well as our future plans for the current year and beyond.

## **Our Business**

Hitachi Vantara is a wholly owned subsidiary of Hitachi, Ltd. As part of the global Information Solutions arm of Hitachi, Ltd., we focus 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.

In January 2020, the Hitachi Consulting business (the global management consulting, solutions and IT services business of Hitachi, Ltd.) integrated with Hitachi Vantara. As a result of this integration, Hitachi Vantara capabilities have been expanded and now include data storage, Internet of Things, IT operations and data management, analytics, video intelligence, consulting services and multicloud acceleration solutions.

## **Our Operations and Supply Chain**

Hitachi Vantara's global business operations focus on product and service offerings.

Working alongside each customer, we apply our industrial and digital capabilities to their data and applications to benefit both business and society. Our customers trust Hitachi Vantara to help them develop new revenue streams, unlock competitive advantages, lower costs, enhance customer experiences, and deliver social and environmental value.

A significant proportion of the products supplied by Hitachi Vantara are manufactured by Hitachi Group companies, but Hitachi Vantara also sources third-party products from partners.

Hitachi Vantara aims to establish a relationship of trust and integrity with all our suppliers. Our supplier selection and on-boarding procedures include supplier due diligence checks and compliance with applicable laws and regulations.

## **Our Approach**

We are committed to conducting business ethically and to minimising the risk of slavery or 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's global human rights approach to create a value chain where the human rights of all stakeholders are respected, Hitachi Vantara seeks to work with suppliers that actively address modern slavery.

## **Our Policies**

We continue to apply our company policies:

- The Hitachi Vantara Code of Ethics and Business Conduct <https://www.hitachivantara.com/en-us/pdf/legal/code-of-ethics-business-conduct.pdf>
- The Hitachi Vantara Whistleblowing and Non-retaliation Policy.
- 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, gender, religion, sexual orientation, marriage, race, colour, national or ethnic origins.

## **Our Progress to Date**

Over the last year, we have:

- Updated our contract templates for suppliers in certain regions to include an obligation that our suppliers must comply with the applicable modern slavery laws (including but not limited to UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018).
- Started integrating our acquired companies' supply chain operations into Hitachi Vantara's global process to increase procurement governance.

## **Our Future Plans**

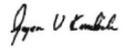
Over the coming year and beyond we plan to focus on the following areas:

- Improve our due diligence process for assessing and addressing risks in supply chain using a risk-based approach and identifying high risk suppliers as appropriate.
- Review the Hitachi Vantara Code of Business Ethics and Conduct, Hitachi Vantara Partner Code of Conduct, and Hitachi Vantara contract templates and revise these documents where we see opportunities to enhance the modern slavery compliance of our suppliers and partners.
- Require suppliers to certify that materials incorporated into their products comply with laws regarding slavery and human trafficking of the country or countries in which they are doing business.
- Enhance our processes to evaluate supplier compliance with Hitachi Vantara standards for preventing trafficking and slavery.
- Enhance our staff and wider training to address sourcing procedures and supplier due diligence processes, equipping our staff with greater knowledge and ability to identify the risk of modern slavery and how to tackle it through the supply chain transparency requirements. Training will also support the effective implementation of our enhanced sourcing procedures by equipping our employees who are involved in supply chain with the skills and knowledge to undertake a risk-based assessment aimed at identifying and mitigating the risk of modern slavery within supply chain.

The above constitutes Hitachi Vantara's slavery and human trafficking Statement. The term "Hitachi Vantara" as used herein refers to Hitachi Vantara LLC and its wholly owned subsidiaries including, without limitation, Hitachi Vantara Limited (a UK based subsidiary) as well as Hitachi Vantara Asia Pacific Pty Limited and Hitachi Vantara Australia Pty Limited (Australian based subsidiaries and reporting entities) and Hitachi Vantara New Zealand Limited (a New Zealand subsidiary which is wholly owned by Hitachi Vantara Australia Pty Limited). 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, and has been approved by the relevant board of directors of Hitachi Vantara and its subsidiaries as applicable. All necessary consultation related to this Statement has been taken place between Hitachi Vantara and its subsidiaries.

Signed by:

A handwritten signature in black ink, appearing to read "Gajen V. Kandiah".

Gajen Kandiah  
Chief Executive Officer  
Date: January 2021