

# Modern Slavery Act

Hitachi Consulting UK Limited.

## Modern Slavery Act 2015 Statement 2017-2018.

Hitachi Consulting recognises the importance of identifying and preventing the action and causes of Modern Slavery in our business and the business of our suppliers. This statement, our third made under Section 54 of the Modern Slavery Act 2015, sets out the steps we have taken to prevent Modern Slavery and human trafficking in our business and across our suppliers in the year to 31 March 2018.

### Our Business

Hitachi Consulting is the global management consulting, solutions and IT services business of Hitachi, Ltd.

Hitachi Consulting UK Limited is a wholly owned subsidiary of Hitachi Consulting Corporation in the US, which is a wholly owned subsidiary of Hitachi, Ltd. in Japan. Our UK operations are headquartered in London with a presence in Manchester and Richmond. We also have offices across Europe, including without limitation Spain and Portugal. We additionally operate in America, the Middle East and Asia.

### Operations

Building on Hitachi, Ltd.'s technology heritage, Hitachi Consulting works across all industry sectors to deliver and run technology solutions for our customers across the domains 'Digital', 'Internet of Things', 'Analytics', 'Cloud' and 'ERP'. Working with their existing process and focusing on targeted business challenges, we help our clients respond to dynamic global change with insight and agility. Our approach is to work with our clients to deliver measurable and sustainable business results and to offer a better consulting experience.

## Our suppliers

As a global company we work with different range of suppliers. We work with approximately 24 active trade suppliers and approximately 78 non-trade suppliers in support of our UK operations (with these suppliers being based in the UK (90%), the EEA (8%) and the US & Japan (2%)).

## Our policies

We are committed to doing business the right way, including without limitation, conducting business ethically and to minimizing the risk of slavery and human trafficking in our own business and in that of our suppliers as much as possible.

We continue to refer to our company and Group policies, which address issues relevant to slavery and human trafficking and which include:

1. The [Hitachi Group Codes of Conduct](#);
2. The [Hitachi Consulting Code of Ethics and Business Conduct](#);
3. The [Hitachi Group Human Rights Policy](#);
4. The Hitachi Consulting's Human Rights and Anti-Slavery Policy;
5. The Hitachi Consulting's [Supplier Code of Conduct](#) which requires our suppliers to comply with our high standards;
6. Written employment practices, procedures and diversity policies which ensure fair recruitment and treatment of employees; and
7. Written whistleblowing procedure to encourage employees to report concerns of malpractice, which would include any concerns related to slavery and human trafficking issues.

## Our progress to date

In the last financial year, we have taken the following steps in order to ensure compliance with the Modern Slavery Act 2015:

1. We have developed the Hitachi Consulting Human Rights and Anti-Slavery Policy to improve and clarify our expectations of our suppliers regarding their

compliance with the Modern Slavery Act 2015 and any other applicable anti-slavery laws. Hitachi Consulting's Human rights and Anti-Slavery Policy is supplementary to Hitachi Consulting's Supplier Code of Conduct;

2. We have rolled out updated contractual provisions to ensure compliance with the Modern Slavery Act 2015 in accordance with our position within the supply chain. Updated client and supplier/subcontractor agreement templates containing the Modern Slavery Act 2015 clauses are available for Hitachi Consulting employees' use in applicable supplier engagements;
3. We have further improved our mandatory online training for all our employees on the Hitachi Consulting Code of Ethics and Business Conduct by including more content on modern slavery aspects and creating a separate section on tackling modern slavery within such training;
4. We have completed the process of mapping our suppliers and reviewed our existing due diligence processes to align with such supplier mapping;
5. We have improved our sourcing procedures and developed an enhanced Supplier Due Diligence Questionnaire to consistently support our risk assessment exercises adopting a risk-based approach.

### Our future plans

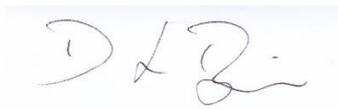
Over the coming year we plan to focus on the following areas:

1. We will be rolling out the Hitachi Consulting Human Rights and Anti-Slavery Policy across our global business to supplement the existing Hitachi Consulting Code of Ethics and Business Conduct;
2. We will be rolling out the Supplier Due Diligence Questionnaire across our business in the EMEA and we are looking further to develop the approach for tracking progress and monitoring suppliers' modern slavery compliance in an efficient and effective manner, with a specific focus on higher risk operations and locations;
3. We will continue to increase Hitachi Consulting employees' awareness of modern slavery issues through our modern slavery e-learning programme;
4. We will be developing a training on the improved sourcing procedures and supplier due diligence process including such aspects as how to identify the risk of modern slavery and how to tackle it through the supply chain transparency

requirements; This training will also support the effective implementation of our enhanced Supplier Due Diligence Questionnaire by equipping our employees who are involved in procurement with the skills and knowledge to undertake a risk based assessment of modern slavery risks; and

5. To ensure ongoing compliance we will continue undertaking a regular risk assessment to identify areas of potential risk for modern slavery through our improved sourcing procedures and enhanced Supplier Due Diligence Questionnaire process.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Hitachi Consulting UK Limited's slavery and human trafficking statement for the financial year ending 31 March 2018. It has been approved by Hitachi Consulting UK Limited's Board of Directors.



David Brindle  
Senior Vice President – EMEA  
Date: 31 October 2018