



UK & EUROPEAN HEADQUARTERS
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TAMURA-EUROPE LIMITED

ANNUAL MODERN SLAVERY STATEMENT

Financial Year Ended 31st December 2023

This statement is made pursuant to section 54, Part 6 of the Modern Slavery Act 2015, and sets out the steps that Tamura Europe Limited has taken and is continuing to take to ensure that slavery and human trafficking are not taking place in any part of the business or in our supply chains.

This statement constitutes our slavery and human trafficking statement approved by the Board of directors of Tamura-Europe Limited and relates to the financial year ended December 31, 2023. The scope of markets included in this Statement covers our operations within Tamura-Europe group, including those of our direct subsidiaries and joint venture operations.

About Tamura-Europe Limited

Tamura-Europe Limited is part of the Tamura Corporation, a world-class manufacturer of high-quality electronic components for the global industrial, telecom and consumer markets. As part of the Tamura Corporation, we invest in our customers' future by providing an avenue of product development that promotes local engineering, low-cost manufacturing coupled with local logistics, technical and quality support.

The principal activity of the company continued to be the manufacture and sale of transformers, wound components, battery chargers, power supplies and the assembly of switch boxes. The company has branch operations in the Czech Republic, France, and India, in addition to having two subsidiaries Romarsh Limited and Tamura Magnetics Engineering S.r.l, located in the UK and Italy respectfully.

Company and Approach and principles

Tamura-Europe Limited takes pride in conducting our business responsibility and to the highest ethical standards. The observance of ethics and integrity have been an integral management principle throughout the Tamura Europe Group throughout its history. The Code of Practice of the Tamura Group govern our activities, our values, and the way we work. In addition to fulfilling our Tamura Global corporate social responsibility by promoting sustainability in seven areas of "compliance/ethics", "risk management", "human rights and labour", "environment", "quality", "Consumer Issues" and "social contribution".

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The Tamura Group respects the following seven principles of social responsibility stated by ISO26000 and works to implement the seven core aspects of social responsibility.

<p>Seven principles of social responsibility</p>	<ol style="list-style-type: none"> 1) Tamura Group shall assume accountability for their impact on society, the economy and the environment. 2) Tamura Group shall use transparency in their approach to decisions and activities that have an impact on society and the environment. 3) Tamura Group shall engage in ethical behaviour. 4) Tamura Group shall respect, consider, and respond to the interests of their stakeholders. 5) Tamura Group acknowledges its obligation to respect the rule of law. 6) Tamura Group shall abide by the principle of respecting the rule of law as well as respect international norms of behaviour. 7) Tamura Group shall respect human rights and be aware of both the importance and universality of human rights.
<p>Seven core aspects of social responsibility</p>	<ol style="list-style-type: none"> 1) Organizational governance. 2) Human rights. 3) Labor practices. 4) The environment 5) Fair operating practices. 6) Consumer issues. 7) Community involvement and development.

Tamura-Europe Limited supports fully the principles and provisions set out in the Modern Slavery Act 2015 (“the Act”). The board is committed to identifying Modern Slavery risks across its business and supply chain which include, slavery, human trafficking, child labour and forced/compulsory labour in any form (together “Modern Slavery”) and to ensuring that there is no Modern Slavery either within its businesses or with its principal supply chains. The business acknowledges its responsibility to respect human rights as set out within both the UK Modern Slavery Act 2015 (“Act”) and guidelines set out in the International Bill of Human Rights.

Together with ensuring continuous compliance to the Tamura Corporation global code of practice with regards to Human rights policies and practices. Maintaining Our focus on the most salient human rights risks of relevance to an international corporation, including matters related to labour rights among our employees and in our supply chain.

The business is fully committed to implementing the Guiding Principles on Business and Human Rights throughout our operations. Respect for the dignity of the individual and for the importance of everyone’s human rights forms the basis of the behaviours we expect of every individual who works for us, either as a direct Tamura-Europe Limited employee or indirectly through our supply and value chain.

The business has zero-tolerance approach to any form of modern slavery and does not accept any form of discrimination, harassment or bullying within Tamura Europe group or its supply chain. To this end we require all our managers to implement processes designed to ensure equality of opportunity and inclusion for all Tamura Europe employees as well as for individuals employed in our supply chain. These

include requiring suppliers to take measures to avoid any form of forced, bonded or compulsory labour (or any other kind of modern slavery or human trafficking).

Risk assessment and Management

When the UN Guiding Principles on Business and Human Rights were first published in 2011, we analysed the approach to human rights then in place across Tamura Europe, Integrity, and Supply Chain functions in Tamura Europe to further strengthen our policies and processes that address modern slavery risks within our operations and supplier base. We are confident in our management and assessment of the risk exposure to modern slavery and human trafficking in our operations and our supply chain, but we appreciate that further due diligence and risk assessment needs to be undertaken. In 2023, this cross functional team will continue to lead assessment of Tamura-Europe’s potential exposure across our operating business and our global supply chain. This analysis will in turn determine whether any changes are required to the program and associated compliance mechanisms. — Tamura-Europe Limited – Modern Slavery and Human Trafficking Statement the information in this Statement has been approved by the Board of directors of Tamura-Europe Limited and relates to the financial year ended December 31, 2023.

Codes and policies

Tamura Europe Limited has continued to apply compliance to the Tamura Corporation Code of conduct and maintained its continuous efforts to ensure there is none knowingly child or forced labour within our operations or our supply chain as shown under the following URL link:

https://www.tamuracorp.com/sustainability/c_report/humanrights.html

Regarding our Tamura Global sustainability strategy, Tamura Corporate are implementing measures centred on the materiality defined in the 13th Medium-term Management Plan, including the review of risk management. The Tamura Group Code of Conduct, which is the foundation for implementing the Tamura Group Mission and part of the Corporate Philosophy of the Tamura Group, was revised in July 2023 to comply with international standards and to be in line with the changing times. The business will work to ensure that all Group employees are familiar with it.

Human Rights	Principle 1 : Businesses should support and respect the protection of internationally proclaimed human rights. Principle 2 : Businesses should make sure that they are not complicit in human rights abuses.
Labour	Principle 3 : Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. Principle 4 : Businesses should uphold the elimination of all forms of forced and compulsory labour. Principle 5 : Businesses should uphold the effective abolition of child labour. Principle 6 : Businesses should uphold the elimination of discrimination in respect of employment and occupation.
Environment	Principle 7 : Businesses should support a precautionary approach to environmental challenges. Principle 8 : Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9 : Businesses should encourage the development and diffusion of environmentally friendly technologies
Anti-Corruption	Principle 10 : Businesses should work against corruption in all its forms, including extortion and bribery.



Declaring its support for the U.N. Global Compact
The Tamura Group declares to its stakeholders that it will continue to support the U.N. Global Compact’s ten principles in the areas of human rights, labor, the environment, and anticorruption, and enact a set of [core](#).

The code of conduct policy is set by utilizing international guidelines, such as that referred to within the United Nation Global Compact initiative.

The United Nations Global Compact defines Ten Principles in four areas (human rights, labour, environment, and anti-corruption) in the above table. All of these principles are recognized by international society as universal values which have been proposed and agreed upon on a global scale. The Code contributes to the behaviour of each employee by instilling the Ten Principles at the Tamura Group through synergy among the principles.

The Tamura-Europe Limited Group does not generally operate in markets/sectors that present a higher risk of Modern Slavery. We recognise that while we have controls, measures and reporting procedures in place, there is more to do and will require continuous development.

Education and Training

The business continues awareness of potential risk of its employees and suppliers of risk of its responsibility to respect human rights as set out within both the UK modern slavery act 2015 and guidelines set out in the in the International Bill of Human Rights.

Tamura-Europe Limited Modern Slavery Policy and Statement are published on our corporate website under the following URL link <https://www.tamuracorp.com/sustainability/statement/index.html>

The Company's operates a robust recruitment policy, including recruitment and selection processes address modern slavery issues in the context of assessment of eligibility and rights to live and work, identity checks (including ensuring that employees can provide evidence that they are in possession of their own identification documents), and verification of references for permanent and temporary staff.

The group HR function is centrally controlled and managed with appropriate controls and policies to safeguard the rights and welfare of its employees including policies on Grievance, Bullying and Harassment, Prevention and Safeguarding (identification and prevention of radicalisation or abuse of young workers) and Whistleblowing to allow the safer reporting of any abuses.

Employees are paid into their own bank accounts at no greater intervals than monthly. Contracted agency personnel are paid through vetted employment agencies.

Tamura-Europe Limited's compliance with relevant employer obligations, such as regulations governing minimum and living wage, gender pay gap report and pension automatic enrolment duties, serve to underpin the steps the company are taking to ensure modern slavery is not present in the business.

However, the group does recognise that our employees and agents could be subject to outside exploitation which may be difficult to identify. The business is considering measures which may assist with the identifying such risks and we are working on staff education, particular for staff management personnel to provide them with the tools to recognise exploitation and thereafter provide support.

In 2023 the business endeavours to continue with the roll-out of our human rights training program which amongst other topics addresses the issues of modern slavery and human trafficking. Further training with management teams is planned for 2024. As part of increased due diligence efforts, training continues among our global supply chain, so they are better qualified to identify and avoid – and if necessary, mitigate – any violations of policy relating to modern slavery and human trafficking that may be found in our supply chain.

Furthermore, the business endeavours to develop and introduce Key performance indicators to measure the effectiveness of steps being taken by the organisation to ensure compliance to the company's legal obligation.

Supply Chain

Tamura-Europe Limited will review and continuously update the qualification process by which a supplier becomes part of Tamura-Europe's supply base. This qualification evaluates the performance of potential suppliers on broad sustainability parameters such as health & safety, environment and working conditions.

This process will include a review of supplier performance on issues of modern slavery and human trafficking. In terms of our existing suppliers, we have a robust process which seeks to identify suppliers with a higher sustainability risk (which includes the risk of engaging victims of modern slavery and facilitating human trafficking). Then we actively work with such suppliers to mitigate these risks.

Where a potential new supplier fails to meet the Group's policy in relation to Modern Slavery, The Group will not work with these suppliers until they have amended their policies appropriately to meet the Group's standards.

Sustainability in the supply chain is of major importance to Tamura-Europe Limited, not least because it enables the company to minimise risks and comply with external requirements. These requirements are defined within the company "Supplier code of conduct for suppliers and Third-party intermediaries". Procurement must ensure that suppliers accept the Code of Conduct and do not dissent from it. Adhering to it will become part of Tamura-Europe Limited general terms and conditions and therefore a contractual obligation for our suppliers. The Tamura Group has established revised procurement guidelines in June 2023 to promote CSR initiatives throughout the supply chain and ask for the understanding and cooperation of our suppliers with regard to CSR procurement in the future.

Our Commitment

Tamura-Europe Limited will not tolerate any violations of applicable law – and if does happen, we will take strong action. We will continue to apply a zero-tolerance approach to forced labour, slavery, and human trafficking in any form, in our business and supply chain.

Strategic areas of development for the next 12 months

The Tamura-Europe Limited Board are continuously working with senior management to assist in the further development of strategies to eradicate improper practices and improvement of the condition of workers within its supply chain. The next stages are as follows: continuously raising awareness of the issues at all levels of the organisation, training key individuals in the business, educating the supply base on the requirements, reviewing the existing policies and guidance for suppliers, developing checklists for visiting staff on welfare, health, safety, and environmental conditions, which would provide any early indicators of problems.

In 2024, Tamura-Europe Limited has committed to strengthening its review and risk assessment processes for the potential of slavery or human trafficking in the organisation and its supply chain. A more stringent checking and reporting procedure of anti-slavery clauses in its sales and purchase contracts with its customers and suppliers is under development following changes in our group code of conduct in 2023.

During 2023 there were no known reports of the presence or use of modern slavery or human trafficking in Tamura-Europe's supply chain.

Approval for this statement

This statement was approved by the Board of Directors with respect to the Financial Year ending on 31st December 2023 on 20th May 2024.

Signed



Marco Puliti, Managing Director,

Tamura-Europe Limited