

## Modern Slavery Act 2015

### Slavery & Human Trafficking Statement for Financial Year 2015

The Modern Slavery Act 2015 came into effect on 29th October 2015. This law requires manufacturers and retailers doing business in the UK with a significant annual turnover to disclose information regarding their policies to eradicate slavery and human trafficking from their supply chain and within their business.

#### Our organisation

Epson Telford Limited is a wholly owned subsidiary of Epson Europe BV of Amsterdam, The Netherlands. Our ultimate parent company is Seiko Epson Corporation, headquartered in Japan.

Epson Telford manufactures and packs ink cartridges for consumer use and ink products for industrial use. These products are shipped to a Epson warehouse in Germany where they are then distributed throughout Europe, the Middle East and Africa. We use the word Epson to describe all companies in the Epson Group.

#### Our standards

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We will respect fundamental human rights and facilitate a fair, safe, healthy and pleasant work environment. Epson Europe has a specialist Corporate Social Responsibility with responsibility for ensuring that we have the highest standards across Epson businesses in Europe, Middle East, Africa and Russia.

Our policy requires us to hold our business partners to the same stance as Epson with regard to compliance with laws, and maintenance of high standards of ethics, quality, the environment, human rights and labour conditions. Our suppliers are subject to audits to ensure compliance to the policy.

Seiko Epson Corporation and Epson Europe BV has assured Epson Telford Limited that it is committed to combatting slavery and human trafficking in its business and its supply chain. We, in turn, confirm that we are committed to the same.

Epson is serious about keeping all forms of discrimination and unfair practices out of its global operations. In 2005, Seiko Epson Corporation established [the Principles of Corporate Behavior](#) (Corporate Social Responsibility Guidelines) which are adhered to by all companies ultimately owned by Seiko Epson Corporation. These guidelines were established to clarify the foundations for implementing trust-based management, which is aimed at building stakeholder trust and is the fundamental principle of Epson management, and are shared across the Group.

Epson's stance on [Corporate Social Responsibility](#) is reflected in its participation in the United Nations Global Compact since 2004. In 2005 we documented [our policies regarding Human Rights and Labour Standards](#) that outline our strong convictions in areas including respect for human rights, elimination of harassment, eradication of all forms of discrimination, respect for local culture and customs, prohibition of child and forced labour, and maintenance of positive labour relations.

In addition, [Epson Group Procurement Guidelines](#) state: “The Epson Group will not engage child labour or forced labour in any form. We ask that you also uphold the human rights of your employees and treat them with dignity and respect as understood by the international community”. The Guidelines also require periodic and detailed evaluation of this and other issues.

The labour standards specified in the Guidelines include: freely chosen employment, child labour avoidance, working hours, wages & benefits, humane treatment, non-discrimination and freedom of association. The Guidelines also set out a [Code of Conduct of Suppliers](#) (Epson Supplier Code of Conduct). The Code provides that suppliers are to be committed to upholding the human rights of their employees and that they treat them with dignity and respect as understood by the international community.

Epson referred to the [Electronic Industry Citizenship Coalition](#) (EICC) Code of Conduct while creating the Code, which was in April 2005. The company requires that suppliers follow this Code, and revises it on a regular basis.

The Guidelines require that suppliers’ management systems contain certain elements including processes (i) to identify the environmental, health and safety and labour practice risks associated with suppliers’ operations and (ii) for communicating Code requirements to suppliers and for monitoring supplier compliance to the Code.

#### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we audit suppliers to ensure they are compliant with the SEC policies, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

#### **Further steps**

We will continue to review the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains. To further improve our policies and procedures by ensuring we refer directly to the Modern Slavery Act 2015 to ensure complete compliance.

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement of Epson Telford Limited for the financial year ending 31 March 2016.**

**Kevin Browne**  
**Managing Director – Epson Telford Limited**  
**31 March 2016**