



# Modern Slavery Statement

Financial Year ending 31 March 2026

## Introduction

This statement is made jointly on behalf of Evident Europe GmbH (UK Branch, UK Establishment Number: BR024128), Evident Canada MIS Inc., and Pramana Canada Inc. It is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and in accordance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act. Evident Europe GmbH, Evident Canada MIS Inc. and Pramana Canada Inc. and its affiliates (collectively, 'Evident', 'our' or 'we') recognise that modern slavery and human trafficking can occur in many forms, such as child and forced labour, domestic servitude, sex trafficking, and workplace abuse. These are abhorrent criminal activities that are not isolated to individual business areas or countries.

We are committed to maintaining and improving our systems and processes to avoid complicity in human rights violations relating to our operations, supply chain and products. This statement demonstrates the measures and methodologies we have in place (and intended to put into place) to prevent modern slavery and human trafficking throughout our business and supply chain.

## Organizational and supply chain structure

Headquartered in Japan, Evident operates globally through 3 regional hubs: the Americas; Asia Pacific; and Europe, Middle East and Africa ("EMEA"). Evident sells state-of-the-art microscopes which it develops and manufactures in sites within Japan, China and India. Our supply chain consists of both direct and indirect suppliers. Direct suppliers primarily provide components, materials, and specialised parts used in the manufacture of our microscopy products. Indirect suppliers provide services and operational support to our business, such as logistics, professional services, and other business-related services.

Our operations in EMEA are predominantly conducted in Hamburg, Germany, while our UK branch office is responsible for sales, marketing and services of our products in the UK. In the UK, Evident provides microscopy goods and services primarily to the National Health Service, Private Healthcare Trusts, Academic and Research Institutions.

The Evident UK Branch sources all products from our central EMEA warehouse in Hamburg, Germany and from Bengaluru, India.

Evident's Canadian legal entities are located in Toronto, Ontario and responsible for sales, marketing and services of our products in all of Canada's provinces. Evident employs approximately 350 individuals in EMEA and 20 individuals in Canada.



## Evident Approach to Modern Slavery

Evident has committed itself to prevent modern slavery and forced labour within its supply chain. To this end, we have enacted policies and practices to monitor, identify and remediate claims of modern slavery in our supply chain, particularly in our third-party network (suppliers and distributors) as well as our own employment practices.

## Policy Framework

Relevant policies and codes in place that address modern slavery in our supply chain include:

- Our [Code of Conduct](#) serves as a central reference point for all Evident employees to enable them to understand what behaviour is ethical, legal and responsible. It has been created in line with the United Nations Global Compact's 10 Principles – externally accessible;
- Our [Supplier Code of Conduct](#) listing our expectations to our Suppliers in our supply chain - externally accessible. In alignment with the UN Guiding Principles on Business and Human Rights, the provisions in the Code are derived from and respect internationally recognized standards, including the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights;
- Our [Human Rights and Labour Policy](#) demonstrates our commitment to respect human rights in our business practices; and
- Our [Procedure for Reporting of Misconduct](#) - serving to fairly address all reports/concerns received through our [Integrity Helpline](#) or other means. Through our whistleblowing hotline all employees/third parties can raise concerns (e.g. regarding practices within our company or supply chain) without fear of retaliation.

Each policy is reviewed annually but may be amended from time to time as necessary. We may also implement new policies to reflect changes to applicable laws, the needs of our employees and suppliers, or market conditions.

Evident communicates changes to our policies and codes to our employees through training courses and electronic communications via email and our intranet. Suppliers in Europe are asked, through our general terms of purchase, to adhere to our Supplier Code of Conduct. We are working to extend this requirement to suppliers globally as part of our ongoing improvement programme.

## Due Diligence

As a company, we firmly believe that understanding and acknowledging the activities of our suppliers and business partners, both past and present, puts us in a better position to avoid engaging with third parties who violate applicable laws, rules and regulations, including modern slavery and human rights legislation. Therefore, we have launched a Supplier Questionnaire addressing the respective topic, which we



are gradually rolling out to our suppliers globally. This approach has been aligned with our Procurement and Quality Management teams.

All suppliers are subject to procurement and due diligence processes prior to being contracted by our company. Any indication of or tolerance towards activities contrary to the Modern Slavery Act 2015 or Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act will result in a re-evaluation by Evident, which may ultimately lead to termination of contract negotiations or the existing supplier relationship.

## Risk Assessment and Management

Because the risk of modern slavery varies across regions, industries, and tiers of the supply chain, we are implementing processes to better identify and assess risks within our supply chain and strengthen responsible sourcing practices. At this stage, Evident does not yet have full visibility across all tiers of its supply chain, particularly beyond direct (Tier 1) suppliers.

Evident has introduced a Supplier Questionnaire designed to collect information from suppliers regarding their labour practices, compliance with applicable laws, and alignment with internationally recognised human rights standards. It is intended to get more visibility into our supply chain. The questionnaire is managed through the OneTrust platform and supports the systematic collection and assessment of supplier responses. The risk assessment process is overseen by Evident's Compliance function in collaboration with the Procurement and Quality and Regulatory Team. Likewise, we are having a similar approach related to Distributors of our products.

The questionnaire is intended to support the identification of potential risk areas and provide greater transparency into supplier practices.

Information gathered through this process supports Evident in identifying suppliers that may require further review or engagement.

As of this notice, Evident has not identified any instances of forced labour or child labour within its operations or supply chain during the reporting period. As such, no remediation measures or remediation of loss of income to vulnerable families were required.

Where risks are identified in the future, Evident will take appropriate corrective actions, which may include supplier engagement, remediation plans, or termination of the business relationship where necessary.

## During the past year

- We launched a Supplier Questionnaire covering human rights policies, labour standards, working conditions, supply chain monitoring, and sourcing from high-risk regions including the Xinjiang Uyghur Autonomous Region.



- The Supplier Questionnaire is administered through our compliance management platform OneTrust and forms part of our ongoing supplier due diligence processes.
- We have trained at least 94 percent of employees in relation to our Code of Conduct.
- We did not receive any complaints via our whistleblowing hotline related to modern slavery cases.

## Modern Slavery Training

Once a year, Evident requires all employees to attend mandatory internal awareness trainings, either in person or electronically, addressing our Code of Conduct or other compliance topics.

Training will be tailored to specific roles and areas of business expertise. Employees in our procurement team who have greater exposure to our supply chain will receive targeted training focused on the identification and prevention of potential modern slavery risks.

Additionally, we aim to continuously improve all training courses to reflect changes that have occurred within and outside the company and assess programme effectiveness via participant feedback.

## Integrity Line

Evident uses an independent third party to provide all employees, business partners and other parties an avenue to report violations of e.g. our Code of Conduct to our hotline, the Integrity Line. We continue to promote this service and encourage employees to raise any concerns of modern slavery and forced labour. The Integrity Line is available 24 hours a day, 365 days a year with all reports kept strictly confidential and all calls untraceable. Personal information relating to the report will not be shared outside of Evident without the explicit consent of the reporting individual.

Every reportable instance is thoroughly investigated by Evident. This reporting channel is highlighted to all employees during mandatory training sessions conducted by Compliance and can be found on our website and in the Code of Conduct.

## Future Plans

In the coming year, we will continue developing our modern slavery and forced labour compliance program, to make our supply chain more sustainable, by:

- Training our global workforce on our Code of Conduct, including a new module on modern slavery and human trafficking;
- Performing dedicated Modern Slavery Training for the purchasing function in Evident;



- Assessing responses to the Supplier Questionnaire against our Supplier Code of Conduct to identify and remediate high-risk suppliers;
- Striving to include the Supplier Code of Conduct in all purchase order terms and conditions and certain supplier agreements globally, that are newly concluded; and
- Tracking and improving related metrics, including completion rates of employee training, supplier questionnaire response rates, and the identification and follow-up of any high-risk suppliers.

## Corporate Responsibility

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, and in accordance with section 54 of the UK Modern Slavery Act 2015, I attest that the governing bodies of Evident Europe GmbH, Evident Canada MIS Inc. and Pramana Canada Inc. have approved this report, and that I have reviewed the information contained in this report for those entities. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete for the purposes of the Act, for the reporting year listed above.

DocuSigned by:  
  
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Martin Scheunemann

Managing Director EMEA

I have the authority to bind Evident Europe GmbH