Modern Slavery Act Statement

Stanley Electric (U.K.) Company Ltd. is fully committed to eradicating modern slavery and human trafficking and preventing such acts from occurring within our business and supply chain.

We have a zero-tolerance approach to all forms of modern slavery and we expect our suppliers to adopt the same approach.

In addition, this statement follows the definition and concept of the Modern Slavery Act 2015 on modern slavery and human trafficking behaviour.

Stanley Electric (U.K.) Company Ltd. is a subsidiary company of our Holding Company, Stanley Electric Holding Europe Company Ltd. We are both Group Companies of our Japanese Parent Company, Stanley Electric Company Ltd.

Whenever possible and in respect of UK Law, our company, will adopt the Policies of our Parent Company, including Code of Conduct, Anti-Bribery etc.

The principal activity of our Company is the purchase and sale of bespoke lighting products, primarily automotive lighting, light emitting diodes, sub miniature lamps and flash lamps for mobile phone cameras etc., supplied to us by our Group companies.

The Stanley Electric (U.K.) Ltd. Board of Directors and the Management Team recognises the importance of the protection of human rights and will ensure the company enacts, maintains and manages relevant Policies and Procedures.

As part of our commitment to combating modern slavery, we will continue to update our policies, e.g. Code of Conduct, etc. These documents set out our approach to human rights and ethics and what we expect of our employees, representatives and suppliers. In our Code of Conduct, we already stipulate "Respect for human rights" (4-1. Respect for Human Rights), furthermore, we clarify our position against modern slavery and human trafficking as a concept contained therein.

We are committed to acting ethically and with integrity in all our business dealings and to putting in place effective systems and controls to ensure there is no modern slavery taking place anywhere in our own business or in our supply chains. This will include a review of, and improvements to, our supplier's policies and practices. Where appropriate and possible, we will give support and guidance to our suppliers to help them address concerns in their own business and supply chain. As a means of such support and guidance, we have created a CSR check sheet.

We are currently developing our processes to create a method for identification of high-risk suppliers. This method will also provide a method to prioritise our assessment and judgement of the risks so that we may take appropriate and proportional actions as effectively as we are able to. Such suppliers will be encouraged to adopt the same or similar standards to those contained within our Policies and expected to hold their own suppliers to the same or similar standards. Specifically, we will distribute the CSR check sheet to our suppliers and evaluate the results.

We believe in the importance of educating our employees on human rights issues and we will be developing appropriate training for relevant employees to help them to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through this training, our employees will be encouraged to formally report their concerns. Specifically, in education to our employees once a year on our code of conduct, explanations on the prohibition of modern slavery and human trafficking and their outlines have been given, and they are instructed to promptly report to appropriate contacts in case of violation thereof.

During the 2021 financial year, we informed our primary customers of our CSR activities, and at the same time requested that both suppliers and customers adhere to the same global standards, in accordance with a self-monitoring sheet.

During the 2022 financial year, we intend to gather the results of these self-monitored responses from our major suppliers and customers as part of our continued efforts for further improvements to our CSR performance. We will also arrange follow-up training for our staff immediately if there are any updates or revisions to the Modern Slavery Act.

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 (the "Act") and constitutes our anti-slavery and human trafficking statement for the financial year commencing 01 April 2021 and ending 31 March 2022 and was approved by the Board of Directors of our Company on 22nd September 2022.

22nd September 2022



Mr. Hirokazu Kida

Managing Director of Stanley Electric (U.K.) Company Ltd.