

ROLAND EUROPE GROUP LIMITED

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Roland Europe Group Limited (the “Company”), as part of the Roland Group, is committed to be both a responsible and ethical business and employer. This statement provides some background to the Company’s operations and the steps it has taken to ensure that Modern Slavery and human trafficking are not taking place in the business or its supply chains. The Company will continue to review its practices on an ongoing basis to continue to combat slavery and human trafficking.

The Company’s Business

The Company is the main trading company in Europe. The ultimate parent company is based in Japan.

The Company imports and sells digital musical instruments and related accessories to the UK, Europe, Israel, Africa and Central Asia. The Company also operates a warehouse which stores these products.

Compliance Guidelines

The Company is committed to maintain its worldwide reputation for integrity and quality and continually strives to earn and retain the trust of its customers, shareholders, employees, industry and society as a whole by acting with a high sense of ethics. Amongst its compliance guidelines are the following (for a full list of compliance guidelines see https://www.roland.com/global/sustainability/compliance_guideline/):

- the Company will comply with all relevant laws, regulations and internal regulations, and act with a high sense of ethics.
- the Company will respect the rights of all human beings, will not discriminate on the basis of race, ethnicity, religion, gender, age, nationality, disability or sexual orientation, and will not harm the dignity of individuals.
- the Company will comply with all labour laws and regulations, ensure workplace safety and cleanliness, and will maintain and promote employee health and wellness.

The Company’s Supply Chains

Nearly all of the products which the Company handles and sells are supplied by other members of the Roland Group. In turn, many of these products, or their component parts, are manufactured by third party organisations engaged by the Company’s parent company or other members of the Group, and the Company has limited influence on the terms with or selection of these suppliers. Nevertheless, a strong ethical focus applies throughout the Roland Group with the parent company publicly stating that “In the business activities we are developing in various countries, we respect the basic human rights and promote the development of an appropriate working environment. We [...] will establish a system that can voluntarily confirm the absence of the forced labor or child labor, not only in our company but in contract manufacturers and the entire supply chain.”. The Roland Group’s own production plant in China has a labour union and the plant in Malaysia has a suggestion box, both with the aim to understand employees’ opinions on their work environment and conditions and to construct a sound relationship with them. For more information about the parent company’s protection of workers in the supply chain, global policies and the commitment to respecting people see <https://www.roland.com/global/sustainability/people/>.

The Company’s supply chain for other goods and services includes suppliers from various sectors such as transport, IT software and hardware as well as professional services.

During 2023, the Company has rolled out supplier due diligence procedures requiring suppliers to sign a declaration stating that

- the supplier complies with all applicable human rights laws and regulations and has a regular risk assessment process in place, and
- has a modern slavery / human trafficking policy in place and regularly delivers modern slavery training to all staff.

The Company continues to work with other members of the Group and, ultimately, its suppliers to draw upon best practice and to make meaningful changes wherever appropriate.

The review of the Group and its supply chains is ongoing but has not to date identified any evidence of Modern Slavery within the Company, the Group or its suppliers. This process will continue to be driven forward through 2024 and beyond.

If the Company became aware of any issues in the future, an investigation would be undertaken. If the investigation confirmed the concerns, the Company would work with the relevant supplier to ensure that appropriate action was taken to address the issue. This action may include the termination of the business relationship with that supplier.

Relevant Policies

The Company takes its moral and ethical responsibilities very seriously. The Company's staff handbook contains a number of policies, which include an Anti-Slavery and Human Trafficking Policy, evidencing that it is against anti-social forces and it respects human rights, and that it expects the same from its employees.

The Company is committed to adhering to the four UN Global Compact labour principles:

1. Freedom of association and the effective recognition of the right to collective bargaining;
2. Elimination of all forms of forced and compulsory labour;
3. Effective abolition of child labour; and
4. Elimination of discrimination in respect of employment and occupation.

The Company also ensures that all of its staff are engaged in accordance with the law, and right to work checks are undertaken on all direct employees prior to them commencing their employment. This includes checking, where applicable, for a valid work visa and that the employee is of an appropriate age to work.

The Company also has a Whistleblowing Policy in place to protect whistleblowers. This policy is regularly reviewed.

Relevant Training

It is mandatory for all employees of the Company to successfully complete training on Modern Slavery on an annual basis and to review at least annually the Company's staff handbook.

Further Steps

During 2024 and beyond, the Company will continue to monitor its standards and compare these against available guidance to help prevent slavery and human trafficking.

The Company will continue to raise modern slavery awareness amongst its staff by publishing this statement on the Company's intranet and by delivering training on preventing modern slavery to all employees.

The Company will improve the efficiency of the supplier due diligence procedures ensuring that supplier declarations are made and reviewed in a timely manner.

Furthermore, suppliers will be actively encouraged to raise any human rights and modern slavery concerns.

The Company will also publish the steps taken to prevent modern slavery in the UK Government's modern slavery statement registry in 2024.

Section 54(1)

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2023.

Signed: 

David Vazquez, CEO on behalf of the board of Roland Europe Group Limited

Date: 13.06.24