

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 trading company in Europe for the following brands: Roland, BOSS, V-MODA, DW, Slingerland, and PDP. The ultimate parent company is based in Japan.

The Company imports and sells electronic and acoustic musical instruments and related accessories and merchandise to the UK, Europe, Middle East, Africa and Central Asia. The Company also operates warehouses in Europe which store 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 the Roland Group compliance guidelines are the following (for a full list of compliance guidelines see https://www.roland.com/global/sustainability/compliance_guideline/):

- “we will comply with all relevant laws, regulations and internal regulations, and act with a high sense of ethics.”
- “we 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.”
- “we will comply with all labour laws and regulations, ensure workplace safety and cleanliness, and will maintain and promote employee health and wellness.”

The Company is committed to proactively promoting and protecting the rights, safety and dignity of all individuals. We do not tolerate any form of discrimination on the basis of race, ethnicity, religion, gender, age, nationality, disability or sexual orientation, and we take active steps to ensure a safe, inclusive and respectful working environment.

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 Roland 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.”¹.

The Company’s parent company as well as the Company’s manufacturing sister companies regularly hold supplier conferences with the purpose of explaining its business strategy and its policy for procurement and manufacture, including compliance with human rights. Emphasis is being placed on regular visits and communication at management level with the aim of building strong business relationships as well as sustainable supply chains free from human rights violations. Human rights due diligence activities via questionnaires, supplier visits, interviews and/or improvement proposals on a “let’s improve together” basis due to the respective trusted relationship may also be conducted.

The Roland Group’s own production plant in China has a labour union and the plants in Malaysia and in the USA have a suggestion box, with the aim to provide a simple and accessible way to share feedback and concerns, understand employees’ opinions on their work environment and conditions and to construct a sound relationship with them. Employees could also raise any concerns via Roland Group’s global whistleblower policy.

The Roland Group is committed to create workplaces where all employees with childcare needs can work comfortably and has been promoting various activities to create a more supportive work environment for women. For these efforts, the Company’s parent company have received the “Kurumin” certificate as well as the “L-Boshi” certificate.² In addition, the Company’s parent company has also been certified as a Health & Productivity Management Outstanding Organisation in 2026, for its recognition “that the physical and mental well-being of each employee is fundamental to sustaining long-term corporate growth” and the company’s activities in relation thereto in 2025.³

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/human_capital/.

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 2025, the Company has continued to work on 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 Roland Group and, ultimately, its suppliers to draw upon best practice and to make meaningful changes wherever appropriate.

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.

The review of the Roland Group and its supply chains is ongoing and has not identified any human rights concerns in 2025. In 2026 (i.e. outside of the time period covered in this statement), a human

¹ https://www.roland.com/global/sustainability/supply_chain/#with_suppliers

² <https://www.roland.com/global/sustainability/evaluation/>

³ https://www.roland.com/global/sustainability/human_capital/#social_evaluation_03

rights activist recently raised allegations of suspected forced labour involving one of our parent company's business partners which the parent company is currently investigating.

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.

Risk Assessment

The parent company introduced an annual group wide human rights due diligence self-assessment which is to be completed by the Company. In 2025, the Company has reported the results of its self-assessment to the parent company and reviewed its own practices. Despite no incidents being identified, the Company continues to undertake annual self-assessments, driving the ongoing evolution of best practices and actively sharing insights across the Group.

As a result of the self-assessment, the parent company is considering the gradual implementation of key elements of the Company's human rights procedures on a Group-wide basis, with the aim of further standardising and strengthening the Roland Group's approach to respecting human rights across its operations and supply chain.

Further Steps

During 2026 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 actively and openly participate in the parent company's annual human rights due diligence self-assessment.

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 2026.

Section 54(1)

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement for the financial year ending 31 December 2025.

Signed:



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

Date: 25.06.26