PFU (EMEA) LIMITED
Belmont, Belmont Road, Uxbridge, Middlesex UB8 1HE
Telephone: +44 (0)20 8573 4444 Facsimile: +44 (0)20 8573 2643
VAT Registered No: 340 6900 76 Registered No: 01578652

PFU
A RICOH Company

PFU (EMEA) LIMITED Modern Slavery Statement

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 31st March 2025.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business.

Structure of Organization

PFU LIMITED - PFU - is a leading IT technology company in Japan and 100% owned by Ricoh Company Ltd. in Japan. PFU provides variety of solutions, services and products for Image Capturing, Image Processing, Embedded Computing and Cyber Security segments for global market.

PFU (EMEA) LIMITED - PFUE - is wholly owned subsidiary of PFU in United Kingdom and mainly provides products and services of Document Image Scanners, manufactured by PFU, in EMEA market through our distribution channel.

Policies and Practices

As a member of Ricoh Group, PFU shows firm commitment to Corporate Social Responsibility under Ricoh Way and Ricoh Group Code of Conduct

https://www.ricoh.com/about/ricoh-way
https://www.ricoh.com/-/Media/Ricoh/Sites/com/csr/vision/pdf/code_of_conduct.pdf

Supply Chains

PFU, one of the major suppliers of PFUE as manufacturer of Document Image Scanners, has corporate Procurement Policy to create mutually beneficial relationship with suppliers and to fairly evaluate and select suppliers with CSR-Conscious Procurement in our mind.

PFUE follows this Policy to procure goods or services from all other suppliers to provide our products and services to customers.

With this policy, PFU and PFUE commit to respect human rights, industrial health and safety, fair trade and corporate ethics.

https://www.ricoh.com/-/Media/Ricoh/Sites/com/csr/human_rights/pdf/human_rights_policy_english.pdf?202404
https://www.ricoh.com/sustainability/environment/management
https://www.pfu.ricoh.com/global/sustainability/report/img/2024/PFU_Environmental_Report_e_2024.pdf

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Due diligence for slavery and human trafficking

As part of our initiative to identify and mitigate risk, compliance function of PFUE works 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

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we set contract review scheme headed by Strategic Procurement & Contracts Manager based on PFU corporate Procurement Policy.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our employees utilizing Ricoh group training and education platform.

In addition, our whistleblowing scheme, PFU Group Whistleblowing System, is prominently positioned across the organization and acts as a hotline and system of redress from human rights violations. Employees can confidentially lodge any concerns about the actions of business partners, managers and other employees. These are then investigated independently.

Approval for this statement

This statement was approved by the Board of Directors on 28th March 2025.

H Kashiwagi

Hiroaki Kashiwagi
President and CEO
PFU (EMEA) LIMITED
31st March 2025