



PHC Europe B.V.

Slavery and Human Trafficking Statement

for the Financial Year ending 31 March 2024

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015. It outlines the steps that our company has taken to minimize the risk of slavery and human trafficking taking place in any part of our business or our supply chains.

PHC Europe B.V. (PHCEU) is a sales and service company employing more than 90 people throughout Europe, including Poland, Germany, Italy, Sweden and Spain, with offices in the Netherlands (Etten-Leur), UK (Loughborough), France (Avon) and the United Arab Emirates (Dubai). Our product portfolio includes biomedical equipment manufactured by our affiliate, PHC Corporation (Japan), and other selected vendors based in Japan, USA and Europe. Our distribution network involves business partners across Europe, as well as Turkey, Russia, Israel and certain Middle Eastern, Latin American and African countries.

We are committed to acting ethically and with integrity in all our business relationships.

We recognise that exploitation of people or coercion of people to work are incompatible with the values of freedom and human dignity and are seeking ways to increase transparency of our supply chains.

This includes:

- Setting out our expectations of acceptable business practices in supply and distribution agreements;
- Encouraging our suppliers to take a responsible and firm stance against abuse of labour rights including use of forced or child labour;
- Increasing awareness of issues and practices associated with modern-day slavery among PHCEU employees;
- Making use of the system of due diligence checks and controls of existing and prospective business partners. These checks can include
 - a screening procedure to confirm that none of our key vendors or distributors have been convicted of offenses related to modern-day slavery;
 - requests to clarify certain aspects of their business covering such topics as working conditions, ways of handling risks associated with discrimination, harassment and abuses at workplace; internal vendor management.
- Maintaining various internal channels for raising concerns about any malpractice or wrongdoing, including those related to abuse of labour rights, without fear of reprisals.

This statement was approved by the Steering Committee of PHCEU on the 11th of June 2024.

Name: Alain Faba
Title: Managing Director

