

**Panasonic Manufacturing (UK) Ltd.**  
**Slavery and Human Trafficking Statement**  
**Fiscal Year ended 31 March, 2016**

**Introduction from the Managing Director of Panasonic Manufacturing (UK) Ltd:**

Modern Slavery is a criminal offence under the Modern Slavery Act 2015. Modern slavery can occur in various forms including servitude, forced or compulsory labour and human trafficking, all of which include the deprivation of a person's (an adult or child's) liberty by another (collectively "Modern Slavery"). This document sets out the procedures Panasonic Manufacturing (UK) Ltd has put in place with the aim of the prevention of opportunities for modern slavery to occur within our business or supply chain

Panasonic Manufacturing (UK) Ltd ("We" "Us" or "Our") is committed to a work environment that is free from Modern Slavery in accordance with the laws and regulations of the United Kingdom.

We operate a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. We will not knowingly use Modern Slavery in any of our supply chains, nor will we accept commodities, products and/or services from suppliers that we believe to engage in acts of Modern Slavery.

**Organisations Structure:**

Our ultimate parent company is Panasonic Corporation whose head office in Japan and the Panasonic business as a whole is as a manufacturer of commercial and consumer electronic products in the consumer and business sector.

**Our Business:**

Panasonic's global business is organised into four key business units:

- Appliances;
- Eco Solutions;
- AVC Networks; and
- Automotive & Industrial Systems.

Panasonic Manufacturing UK Ltd (PMUK) was established in 1974 to manufacture, research and develop, service and supply the Home Appliance and Audio visual markets across the whole of Europe.

The Company has evolved to become a leading supplier and manufacturer of consumer and business related electronics products including, domestic appliances, security, visual and

communication solutions.

### **Our Supply Chain:**

Our supply chains include the sourcing of raw materials and minerals principally related to the provision and manufacture of electrical products. Please refer to [http://www.panasonic.com/global/corporate/sustainability/supply\\_chain/minerals.html](http://www.panasonic.com/global/corporate/sustainability/supply_chain/minerals.html) for more details.

### **Our key risk areas**

The risk that modern slavery will occur is thought to be especially high in certain regions of the World. Panasonic is actively implementing a programme of enhanced checks in these regions to ensure compliance with local legislation.

### **Due Diligence Process for Human Trafficking and Slavery:**

As part of our initiative to identify and mitigate risk we have taken a number of actions to verify the absence of Modern Slavery in our supply chain, including the following:

- **POLICY** - We have in place an Anti-Slavery and Human Trafficking policy which reflects our commitment to act ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure Modern Slavery is not taking place anywhere in our supply chains.
- **3 STEP PROCUREMENT POLICY** – this ensures respect for human rights and safety of labour  
<http://www.panasonic.com/global/corporate/management/procurement/policy.html>
- **CODE OF CONDUCT** - This includes requirements on ensuring respect for human rights and that Panasonic will not employ people against their will  
<http://www.panasonic.com/global/corporate/management/code-of-conduct/list.html>
- **SUPPLIERS** – We expect that all those in our supply chain as well as contractors comply with our Anti-Slavery and Human Trafficking policy, our principles and Basic Business Philosophy. We also ask our suppliers to meet our CSR requirements, including safeguarding human rights and the health and safety of labourers  
<http://www.panasonic.com/global/corporate/management/procurement/for-suppliers.html>
- **CONTRACTS** – We aim to include clauses on Anti-Slavery and Human Trafficking in our standard purchase agreements and we are striving to include these clauses in all our purchasing contracts. Within these clauses, Suppliers are also expected to comply with our Anti-Slavery policy and to provide evidence of their compliance when requested.
- **TRAINING** - We conduct training for all new, permanent staff on our Basic Business Philosophy and Code of Conduct. This includes training on: contribution to society, compliance with local laws and a respect for basic human rights with emphasis on not employing persons against their will and against local employment laws.
- **RECRUITMENT** – We have strict recruitment policies and comply with all relevant law and regulations when recruiting employees. This includes: checking whether we are confirming

ages in order to prevent child labour; not allowing temp agencies to collect fees or retain workers' passports or identification documents; and providing workers with employment contracts, including terms of employment in those workers' native languages.

- **SUPPLIER CSR SELF CHECK QUESTIONNAIRE** - We, together with Panasonic Corporation are in the process of formulating and testing tools which will allow us to measure the degree to which our suppliers comply with our Corporate Social Responsibility (CSR) principles in our supply chain. This includes issues concerning Modern Slavery and Human Trafficking and will require suppliers to complete a self-assessment questionnaire on their compliance with CSR and Modern Slavery principles. Panasonic Corporation's global procurement team have already circulated the self-assessment questionnaire to around 700 suppliers in Japan, China and other countries throughout Asia.

**CONFIDENTIAL WHISTLEBLOWING** – We protect whistle blowers by providing an anonymous whistle-blowing hotline for employees which is run by an independent third party. Employees are regularly reminded of the whistle-blowing hotline and are encouraged to use it if they suspect any potentially illegal behaviour or practice.

**COMPLIANCE TEAM** - We have a dedicated compliance team, which consists of involvement from the following departments:

- Legal
- Audit and compliance; and
- Human resources.

#### **Plans for the future and continuous improvement:**

We have expressed our commitment towards better understanding our supply chains and working towards greater transparency and responsibility towards people working in them.

We will continue to work with our suppliers to encourage commitment to and compliance with anti-slavery and human trafficking policies and legislation. We plan to action the following over the coming years:

- **ANTI SLAVERY AND HUMAN TRAFFICKING POLICY**- We will implement a European wide policy specific to Anti-Slavery and Human Trafficking.
- **STANDARD CLAUSES** - We are continuing to work on including clauses on Anti-Modern Slavery in our current and new purchase agreements to assist in ensuring our suppliers comply with our Anti-Modern Slavery policy and to provide evidence of their compliance when requested.
- **SUPPLIER CSR SELF CHECK QUESTIONNAIRE** – We have begun to circulate a CSR check questionnaire to our suppliers to ensure compliance with our CSR core values and policies on Anti-Modern Slavery. We will continue to circulate this questionnaire to help ensure compliance. Once our suppliers have responded we will

evaluate their compliance with Anti-Slavery and Human Trafficking laws and our CSR policies and assess how we can achieve continuous improvement in the coming years.

Signed .....  


**Yutaka Inoue**

**Managing Director**