

**TOSOH EUROPE N.V.**

## **Modern Slavery Statement for Financial Year 2025**

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Tosoh Europe N.V. has taken during the financial year ending 31 December 2025 to prevent modern slavery and human trafficking in its operations and supply chains.

### **1. Organisation Structure and Supply Chains**

Tosoh Europe N.V., based in Belgium, is the European sales and distribution arm of Tosoh Bioscience and a wholly owned subsidiary of Tosoh Corporation, a global chemical and specialty materials group headquartered in Japan. Tosoh Corporation operates over 100 companies worldwide and employs more than 14,000 people.

Tosoh Europe provides a wide range of services including human resources, finance, IT, and regulatory support to Tosoh group companies across Europe, including the UK. It also distributes diagnostic systems and reagents developed by the group.

Tosoh's supply chains include goods and services sourced from various countries, including Europe, Asia, and North America. While most suppliers operate in low-risk sectors, certain procurement categories may present elevated risks due to country of origin or the nature of the goods or services provided.

### **2. Policies on Modern Slavery and Human Trafficking**

Tosoh Europe is committed to conducting business with integrity and ethics, including the prevention of modern slavery and human trafficking. This commitment is reflected in the following internal policies:

- The Code of Conduct, which promotes fair treatment, respect for human rights, and ethical business practices.
- The Supplier Code of Conduct, which requires suppliers to uphold principles that prohibit forced or involuntary labor, human trafficking, child labor, excessive working hours, and any form of discrimination or harassment.
- The Anti-Human Trafficking Policy, which outlines Tosoh's commitment to monitoring and addressing the risks of human trafficking throughout its operations and supply chains.
- SpeakUp policy : allows any vendor or vendor employee to report concerns.

These policies are reviewed regularly to ensure they remain aligned with evolving standards and legal requirements.



# TOSOH EUROPE N.V.

## 3. Risk Assessment and Due Diligence

Tosoh Europe applies a risk-based approach to assess the potential for modern slavery in its supply chains. This includes:

- Monitoring of country and sector-specific risks.
- Profiling suppliers based on activity type and geography.
- Conducting due diligence, including self-assessment questionnaires and reviews of supplier policies where appropriate.

Further enhancements to our risk-mapping methodology are currently in development.

## 4. Training and Awareness-Raising

To support awareness across the organization, Tosoh Europe has:

- Delivered training to employees to improve recognition and response to modern slavery risks.
- Included modern slavery awareness in onboarding for new employees.
- Planned training for high risk category of suppliers.

## 5. Measuring Effectiveness

To evaluate the effectiveness of its actions, Tosoh Europe is implementing key performance indicators (KPIs), including:

- Percentage of high-risk suppliers who completed the self-assessment.
- Training completion rate among employees.
- Number of incidents or red flags identified and addressed through internal processes.

These indicators will be reviewed annually to assess progress and guide future improvements.

**This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes Tosoh Europe slavery and human trafficking statement for the financial year ending 31/12/2025.**

**This statement has been approved by the board members.**

Koichi Suga

*Deputy Managing Director/ President Bioscience Business Operations TOSOH  
BIOSCIENCE*

6/4/2026

Signed by:

*Koichi Suga*

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