

Modern Slavery Act Transparency Statement

Hitachi Data Systems Limited
Modern Slavery Act 2015 Statement

Hitachi Data Systems is the global information solutions arm of Hitachi, Ltd., and has a strong focus on delivering information technology (IT) infrastructure as well as content and big data solutions to enable social innovation. Hitachi Data Systems Limited is part of the Hitachi Data Systems group of companies and is an indirectly wholly-owned subsidiary of Hitachi Data Systems Corporation. Our business in the United Kingdom is headquartered in Stoke Poges (Buckinghamshire) with presence in London and other UK locations. We also have branch offices in the United Arab Emirates and the Kingdom of Saudi Arabia.

Our United Kingdom business operates as our EMEA headquarters with its central functions located in Stoke Poges (Buckinghamshire) and also acts as the transacting and customer-facing entity for our operations in the United Kingdom. Our UK business, including its overseas branches, employs around 398 people and had a turnover in the 2015/2016 financial year of approximately £578 million.

Our business groups supply a variety of information technology products and services under the Hitachi Data Systems brand. A significant proportion of the products supplied by us are manufactured by Hitachi group companies but Hitachi Data Systems Limited also sources third-party product from reputable information technology partners. Our products are assembled in our European distribution centre in Zaltbommel, Netherlands. They are then sold directly to end-customers or through our distribution channels of authorised resellers.

We are committed to conducting business ethically and to ensuring that there is no slavery or human trafficking in our business or in our supply chains.

We have in place a number of company and group policies and comply with certain standards which address issues relevant to slavery and human trafficking, including:

The Hitachi Group Codes of Conduct

The Hitachi Group Human Rights Policy

The Hitachi Data Systems Code of Ethics and Business Conduct

Employment practices and policies which ensure fair recruitment and treatment of employees and commitment to providing equal opportunities throughout employment, including in the recruitment, training and promotion of employees, and to eliminating discrimination in the workplace whether on grounds of disability, gender, religion, sexual orientation, marriage, race, colour, national or ethnic origins.

A whistleblowing and non-retaliation policy with the aim of preventing illegal or unethical behaviour, promptly addressing infractions, and enhancing the ability to self-govern.

In the last financial year we have taken the following steps to address the issue of modern slavery:

We have ensured that the obligation to comply with the Hitachi Data Systems Code of Ethics and Business Conduct is included in our partner agreements

We have sought to review our partners in 'at-risk' territories in order to ensure that they comply with the standards promulgated within the Hitachi Group

We have arranged for the provision of human rights and modern slavery training to certain employees in the legal and compliance team, with a view to training employees within Hitachi Data Systems Limited and increasing awareness.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes Hitachi Data Systems Limited's slavery and human trafficking statement for the financial year ended 31 March 2016.

Richard Gadd

General Manager, EMEA

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 Hitachi Data Systems

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