

Kawasaki Motors Europe N.V. (UK Branch)

Modern Slavery Act Statement

Kawasaki Motors UK (KMUK) is an entity based in England, and is the UK Branch Office of Kawasaki Motors Europe NV (KME) whose registered office is situated in Hoofddorp, The Netherlands. KME is in turn wholly owned by Kawasaki Heavy Industries, a Japanese Engineering company whose registered office is situated in Tokyo, Japan.

KME is the official importer of products manufactured by KHI for Europe and these are distributed throughout the European Territory via a number of Branch Offices of which KMUK is one.

Under the Modern Slavery Act 2015 ('Act') KMUK is required to publish a Slavery and Human Trafficking Statement within six months of the end of each financial year, setting out steps it has taken to address the risk of slavery or human trafficking occurring within either its supply chain or indeed within its own operations.

This document forms the KMUK Statement for Financial Year 2020 which ended on the 31st March 2021. This statement relies on the Code of Conduct of the entire Kawasaki Group of which KME and KMUK are an integral part and which sets out KHI's approach to fair and ethical trading throughout its worldwide operations. Within this code of conduct Human rights, slavery, forced labour and human trafficking are forbidden and will not be tolerated if discovered within any part of KHI's operations.

KHI Code of Conduct can be found by following this link.

<https://global.kawasaki.com/en/corp/sustainability/business-conduct-guideline.html>

As part of the KHI group, KMUK and KME have fully adopted the KHI code of conduct for all operations undertaken within the United Kingdom.

KMUK has also addressed the issue of Modern Slavery and Human Trafficking by only employing staff through a recognised Employment Agency with evidence of a full background check to ensure they are legally and legitimately free to work within the UK.

The Kawasaki Group also employ the services of an independent 'Speak Up' line through which all employees are encouraged to report any wrong, illegal or morally corrupt practices including Slavery and Human Trafficking. These reports can be made with full anonymity and in the event of a report being received; all cases are fully and comprehensively investigated.

As part of KMUK's internal staff training, staff are trained to be able the understand what Modern Slavery and/or Human Trafficking is, how to recognise it and importantly how to report it without delay should they suspect that any working practice within KMUK may constitute any form of slavery, forced labour or human trafficking.

As a business and an employer, KMUK has a zero tolerance approach to any form of modern slavery, and whilst it is acknowledges that such abhorrent practices may exist within the UK workplace; KMUK will strongly and immediately investigate any suggestion of its existence within its business operations. In the event of slavery or human trafficking being reported within a business that forms part of the Kawasaki supply chain, KMUK will act to drive improved working standards and conditions or, if that proves impossible, terminate its association with any such business partners.

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Masaya Tsuruno
Managing Director
September 2021



Howard Dale
Branch Manager (UK)
September 2021