

## **Anritsu Group - Modern Slavery Statement**

Anritsu group established the Charter of Corporate Behavior and the Code of Conduct for the common code of all Anritsu group employees based on "Respect for Human Rights" in the ten principles of United Nation Global Compact and the international norms. And we have been promoting CSR management with the policy of "Respect for Human Right", no child labor and no forced labor. Additionally we have distributed CSR procurement guideline to our Japanese suppliers and tried to establish the supplier code in CSR procurement guideline.

In March 2015, the Modern Slavery Act 2015 ("UK Modern Slavery Act"), aimed at regulating child labor, forced labor, slavery, servitude and human trafficking, was enacted in the United Kingdom. Our activity for the respect of the human rights corresponds with the object of law, therefore Anritsu group has published Modern Slavery Statement in line with the requirements of UK Modern Slavery Act. This opportunity Anritsu group will promote respect of human rights and will strengthen CSR procurement management with the global suppliers.

### **Organizational Structure, Business and Supply Chain**

Anritsu is a cutting-edge company involved in ICT (Information and Communication Technology) services comprised of Anritsu Corporation, 41 subsidiaries and an affiliated company that provides innovative solutions that support building next-generation networks. It is the top supplier of mobile measurement, and delivers high-dimensional quality assurance including safety which has increasing needs in areas such as the food processing market.

As a subsidiary of Anritsu Corporation, Anritsu EMEA Ltd. has its head office at Luton in UK and carries out mainly sales and maintenance of communications measuring instruments in the Europe, Middle East and Africa regions.

The Group's supply chain in relation to its products and services is also expanding globally.

Details of Anritsu Group's corporate activities are published on the following websites:

Japan - <http://www.anritsu.com/ja-JP/> UK - <http://www.anritsu.com/en-GB>

### **Human Rights Policy**

Anritsu Group has a common [Company Philosophy, Company Vision and Company Policy](#) as guidelines for its corporate activities. In addition, with the Group's business expanding globally, it has agreed to and participated in the [United Nations Global Compact](#) which provides conduct principles as a global company. Anritsu also promotes CSR

Management by establishing the [Anritsu Group Charter of Corporate Behavior](#) and the [Anritsu Group Code of Conduct](#) as guidelines for daily conduct.

**\* Anritsu Group Charter of Corporate Behavior**

The policy of “Protecting Human Rights” is stated in Anritsu’s corporate conduct guidelines, the Anritsu Group Charter of Corporate Behavior.

Protecting Human Rights: The Anritsu Group will respect the human rights of all those who are connected with it, and will not permit any discriminatory practice related to race, gender and so forth or infringement of individual dignity, and will never accept child labor or forced labor.

**\* Anritsu Group Code of Conduct**

The Anritsu Group Code of Conduct, which prescribes the conduct of all Anritsu Group employees, includes the policies set forth below.

Respect of Human: We will respect every person's fundamental human rights from a defender of human dignity standpoint, eliminate prejudice, and will not discriminate depending on race, nationality, religion, creed, sex, age, social status, or disabilities whether mental or physical.

**Anritsu Group’s Human Rights Due Diligence Process**

On joining the company, all employees are given the Anritsu Group Code of Conduct, which includes “Protecting Human Rights,” and they make a pledge to comply with the Code of Conduct. They are also regularly requested to provide written confirmation of compliance with the Code of Conduct. Furthermore, whether or not there are compliance issues, including in the area of protecting human rights, is checked and appropriately dealt with through regular compliance surveys, whistle blowing and other means.

**Supply Chain Human Rights Due Diligence Process**

The Anritsu CSR Procurement Guideline is distributed to supply chain business partners to seek their understandings of the Guideline. Also, letters of consent are obtained from the business partners to the effect that they will respect and cooperate with initiatives for the CSR Procurement Policy.

Anritsu also distributes CSR procurement surveys to its business partners and endeavors to understand the state of CSR procurement in the supply chain through the answers to the surveys.

The surveys include the questions concerning the following topics:

1. Prohibit forced labor,
2. Prohibit inhumane treatment and infringements of human rights,
3. Prohibit child labor,
4. Prohibit discrimination,
5. Pay appropriate wages,
6. Regulate working hours,
7. Respect the rights to freedom of association

### **Supply Chain Risk Assessment**

Anritsu grasps human rights risks in the supply chain by analysing and assessing the content of the answers to the CSR procurement surveys. It also holds briefings for supply chain business partners, several times a year, to explain Anritsu CSR Management and CSR Procurement Policy and requests their understandings of CSR procurement.

The effectiveness of the supply chain business partners' CSR procurement is confirmed from the content of the answers to the CSR procurement surveys, as well as by monitoring the number of answers and response rates to the surveys. In addition, site visits to supply chain business partners are scheduled to be conducted to confirm the effectiveness of CSR procurement in the supply chain.

### **Training**

As part of the process of education on protecting human rights, Anritsu has designed training program related to protecting human rights for all employees and is planning to conduct it in stages from the second half of the fiscal year 2016.



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