

Hitachi Digital Services

Modern Slavery Transparency Statement

Hitachi Digital Services LLC (“Hitachi Digital Services”) recognizes the importance of identifying and preventing modern slavery in our own business operations and our supply chain. This Statement sets out the steps we have taken to reduce the risk of modern slavery and human trafficking in our global business operations and supply chain as of May 1, 2026, as well as our future plans for the current year and beyond.

Our Business

Hitachi Digital Services is a wholly-owned subsidiary of Hitachi Digital LLC, a company owned by Hitachi, Ltd. (“Hitachi”), headquartered in Japan and listed on the Tokyo stock exchange. As part of the global Digital Systems & Services division of Hitachi, Ltd., we focus on delivering digital transformation services that our customers, industries and society use to accelerate the implementation of cutting-edge solutions to the most challenging issues confronting industry and society today.

Our Operations and Supply Chain

Working alongside each customer, Hitachi Digital Services applies our comprehensive brand portfolio, encompassing services in cloud, data analytics, IoT technologies, and integration of OT and IT services, to benefit both business and society. Our customers trust Hitachi Digital Services to help them develop new revenue streams, unlock competitive advantages, lower costs, enhance customer experience, and deliver sustainable value to industry, our customers, and the communities they serve.

In alignment with its core values of Harmony, Sincerity, and the Pioneering Spirit, Hitachi makes every effort to act with the utmost regard for human rights by fostering a common awareness of social responsibility in the global business market. This expectation applies not only to Hitachi’s employees, but also to its contractors, vendors, suppliers, and other third parties (collectively, “suppliers”) with which Hitachi works. At Hitachi Digital Services, we aim to partner with our suppliers to ensure they embed these values into their corporate culture and operations as a means to abolish modern slavery and all forms of forced or compulsory labour, wherever they are conducting business and from wherever they are sourcing.

Our Approach

We are committed to conducting business ethically and to minimising the risk of modern slavery and human trafficking in our own business and within our supply chain.

Our commitment and work are strongly supported by Hitachi, Ltd. In 2019, Hitachi, Ltd.'s President and CEO, Toshiaki Higashihara, signed the World Business Council for Sustainable Development's [CEO Guide to Human Rights](#) calling for CEOs to go beyond compliance to drive transformative change in corporate respect for human rights.

In line with Hitachi, Ltd.'s global human rights approach to create a value chain where the human rights of all stakeholders are respected, Hitachi Digital Services seeks to work with suppliers that actively address modern slavery.

Our Policies

We continue to apply our company policies addressing modern slavery risk, among others, to support this effort, including, but not limited to:

- The Hitachi Group Code of Ethics and Business Conduct: [Code of Conduct - Compliance : Hitachi Global](#)
- The Hitachi Group Whistleblowing Policy: [whistle.pdf \(ethicspoint.eu\)](#)
- Hitachi's Expectations of Business Partners: [BusinessPartners_EN.pdf \(hitachi.com\)](#)
- Our written employment practices and procedures support fair recruitment and treatment of employees, a commitment to providing equal opportunities throughout employment, including in the recruitment, training and promotion of employees and eliminating discrimination in the workplace whether on grounds of disability, age, gender, religion, sexual orientation, marriage, race, colour, national or ethnic origins.

Risks of Modern Slavery in the Supply Chain

According to the International Labour Organization (2021), the Global Estimates indicated there are 49.6 million victims living in modern slavery on any given day. Hitachi believes that upholding human rights is our responsibility as a global company and essential to conducting business. We refuse to engage in activities that have potential impairments on individual dignity and make continuous efforts to respond to human rights impacts effectively.

The Hitachi Digital Services commitment to the identification and prevention of modern slavery covers various exploitative activities such as forced labour, slavery, child labour, and human trafficking. By promoting awareness and understanding of the risks within our own sector, improving collaboration across our organization, and strengthening supply chain transparency, Hitachi Digital Services continues to combat the risk of human trafficking and modern slavery from entering our supply chain.

Our Progress to Date

- Continued successful utilization of an advanced technology system to enhance our due diligence process and to identify high risk suppliers throughout the Supplier Life Cycle Program.
- Recognized benefits from use of social practices questionnaires in our supplier RFP process
- Successfully utilized online training, in multiple languages, for high-risk suppliers
- Implemented supplier audit program to detect modern slavery / trafficking red flags
- Continuing to monitor key features of human rights legislation and regulations around the globe

Over the last year, Hitachi Digital Services has:

- Screened vendors to identify human rights issues.
- Deployed continuous monitoring of suppliers deemed high risk for modern slavery issues.
- Conducted one on-site supplier audit in FY25 as part of human rights due diligence. The audit findings informed a decision to exit the supplier relationship.
- Launched on-line human rights training for HDS workforce.
- Continued strengthening supply chain contracts to reinforce human rights and modern slavery prevention.
- Joined the Responsible Business Alliance.
- Completed a comprehensive supplier due diligence and human rights risk assessment, with findings informing supplier selection and rationalization decisions, resulting in a 25% reduction of the supply base.
- Launched an updated version of our Supplier Code of Conduct, entitled [Hitachi's Expectations of Business Partners](#)
- Required all new suppliers to sign a Supplier Qualification Form in which they agree to abide by Hitachi's Expectations of Business Partners.

Our Future Plans

Over the coming year and beyond, Hitachi Digital Services, in conjunction with its parent company, Hitachi Digital LLC, will focus on:

- Deploying continuous monitoring of suppliers deemed high risk for modern slavery issues.
- Implementing the on-site supplier audit program.
- Launching on-line human rights training for Hitachi Digital Services hires.
- Continuing to strengthen its supply chain contracts to reflect increased emphasis on human rights and modern slavery prevention and detection as the regulatory and reporting

landscapes continue to evolve.

- Joining the Responsible Business Alliance (RBA) to ensure Hitachi Digital Services enjoys access to subject matter expertise and best practices knowledge sharing in the areas of modern slavery and human rights.
- Consolidating supply base through identification of suppliers that align with Hitachi standards of quality, service/product delivery, and ESG standards that include protection of human rights.

Review

The above constitutes the Hitachi Digital Services modern slavery and human trafficking Statement. The term “Hitachi Digital Services” as used herein refers to Hitachi Digital Services LLC and its wholly-owned subsidiaries including, without limitation, Hitachi Digital Services UK Limited (a UK-based subsidiary). This Statement is made pursuant to the requirements of section 54(1) of the UK Modern Slavery Act 2015, Part 2 of the Australian Modern Slavery Act 2018, and The California Transparency in Supply Chains Act. All necessary consultation related to this Statement has taken place between Hitachi Digital Services and its subsidiaries.

Signed by:



Srinivas (Srini) Shankar,
Chief Executive Officer
Hitachi Digital Services LLC
Date: 1 May 2026