



Tanita Group Slavery and Human Trafficking Statement

① Pursuant to the United Kingdom (UK) Modern Slavery Act 2015, Chapter 30, Part 6, Section 54, the Tanita Group states that we have taken steps during the financial year (ended 31 March 2019) to ensure that slavery and human trafficking is not taking place in any of our supply chains and in any part of our business. These steps include the adoption of various policies, putting in place a framework for respecting human rights, the ongoing identification and monitoring of human rights risks, employee training and the establishment of a whistleblower system and consulting service to ensure that modern slavery is not taking place in our business or supply chains.

② Company overview

Tanita Corporation was established in 1944, located in Tokyo Japan. The Tanita Group has over 1,000 employees worldwide and operates in six global regions (North America, Latin America, Europe, Africa, Middle East, Asia-Pacific). Tanita is a world leader in precision electronic scales. With almost 50% of its domestic market share, the name Tanita is a household name in Japan. The company's success and expanding global presence is the result of superior technology, unique design, and high manufacturing standards that have earned ISO 9001 certification, CE marking, membership in the JQA (Japanese Quality Association), FDA clearance and the Good Housekeeping Seal.

③ Policies

We comply with universal principles regarding human rights and labor practices worldwide, including the Universal Declaration of Human Rights, and respect human rights through sound business activities. In addition to complying with laws and regulations, the Tanita Group Standards of Conduct stipulates respect for basic human rights and opposes child labor and forced labor.

We request all our suppliers, who play an important role in the Tanita Group companies' production and services, to understand and put into practice the Tanita Group Procurement Policy, which contains a clear prohibition on forced labor (including slave labor) and human trafficking.

④ Framework for Respecting Human Rights

The Human Rights Enlightenment Committee, chaired by the executive officer in charge of human resources, leads our efforts to promote human rights awareness under

the basic principle of Respect for Human Rights. Moreover, our Business and Human Rights Center serves as the point of contact on human rights issues for all Group companies. We formulate basic principles on human rights, enforce the practice of their essence and contents, and provide instructions and support to promote the concept of Respect for Human Rights throughout the Tanita Group.

⑤Identification and Monitoring of Human Rights Risks

The Tanita Group continuously investigates potential human rights risks in its business activities through reviews based on ISO 26000, the international standard providing guidelines for corporate social responsibility. To monitor the implementation of Tanita's human rights initiatives, we will continue to perform gap analyses based on ISO 26000 guidelines and CSR surveys. As a part of the CSR surveys, Tanita has conducted annual human rights due diligence on 17 Group companies and we did not identify any situation of forced labor in FY2018.

⑥Establishment of Whistleblower System and Consulting Service

The Tanita Group receives internal reports and queries concerning human rights through various points of contact such as our Risk Hotline, Corporate Auditors Hotline, and Suppliers Hotline.

⑦Training

The Tanita Group Standards of Conduct has been adopted by Group companies and is available in 4 languages. Training on the Standards of Conduct is provided to Group employees to make the Standards of Conduct the guiding principles of our daily business activities.



Senri Tanida
Managing Director and President
Tanita Corporation
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