

September 2023

Slavery and Human Trafficking Statement for FY 2022

This statement was made pursuant to the Modern Slavery Act 2015 of the United Kingdom.

“Daikin Chemicals in Europe” (“DCiE”): Daikin Chemical Europe GmbH (DCE) and its subsidiaries Daikin Chemical France S.A.S. (DCF), Daikin Refrigerants Frankfurt GmbH (DRF), Daikin Compounding Italy S.p.A. (DCIT) hereby report that to the best of our knowledge to date **slavery and human trafficking has not taken place in DCiE’s business and supply chain** for the fiscal year from 1 April 2022 to 31 March 2023 based on the below facts.

1. Organisational structure, business and supply chain

DCE was established in Germany in 1992 by Daikin Industries, Ltd. (Address: Osaka Umeda Twin Towers South, 1-13-1, Umeda, Kita-ku, Osaka, 530-0001, Japan).

DCE is a supplier of fluorochemicals and offers a wide range of high-quality products with applications in automobiles, consumer cookware, wire and cable, textile and fabric treatment, paper and packaging, optics and displays, coatings and more. For more details, please see: <https://www.daikinchem.de>

2. Policies in relation to slavery and human trafficking

Daikin Industries, Ltd. has been a participant of the United Nations Global Compact since 2008.

Daikin’s Group Philosophy is the basis for all action aimed at becoming a corporate group that is trusted by customers worldwide. DCiE implements Daikin Group Compliance Guidelines which state respect for human rights, diversity, and no child labour or forced labour (Please see Daikin’s CSR website for more details:

<https://www.daikin.com/csr/index.html>).

In addition, DCiE acts based on local corporate policies, such as code of conduct and labour conditions, subject to the applicable laws and keeps employees compliant with them.

3. Due diligence, risk assessment, and effectiveness in ensuring compliance with the Act

DCiE has conducted self-assessment on our own control and operational status of the above policies against slavery and human trafficking and supplier management practices. During this assessment we have contacted the responsible personnel in charge of supply chain management on their actual practices.

As a result, **no significant issue was identified**.


As to DCiE’s direct suppliers, to the best of our knowledge, we believe that they are complying with the Act. We have assessed their activities as to the Act with our comprehensive, objective indicator.

To date, **no significant risk was found from the assessment**.

4. Employee training in relation to slavery and human trafficking

DCiE’s obligations under the Act are well recognised by the management employees and the responsible personnel in charge of supply chain management, logistics and human resources.

This statement has been approved by DCE’s President.



Yoshiro Oda
President
Daikin Chemical Europe GmbH