

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure that Daikin Applied (UK) Ltd as well as our supply chains are free from slavery and human trafficking during the financial year ending 31/03/2020.

Daikin Applied (UK) Ltd is committed to preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

1. Introduction and Policy Statement

- 1.1. The Modern Slavery Act 2015 (the 'Act') mandates that Daikin Applied (UK) Ltd prepares a slavery and human trafficking statement each financial year.
- 1.2 The scope of this policy applies if applicable to all legal subsidiaries of Daikin Applied (UK) Ltd.
- 1.3 Modern slavery and human trafficking in all their various forms and guises are a crime in the UK and much of the world and a violation of fundamental human rights.
- 1.4 Daikin Applied (UK) Ltd have a zero-tolerance approach to modern slavery and human trafficking and are committed to acting ethically and with integrity in all activities and business relationships and we expect our supply chain, contractors, employees and all other business partners to commit to the same, including implementing and enforcing effective systems and controls to prevent and detect modern slavery.

2. Our Business

- 2.1 The economic, social and environmental footprint of our business activity is a fundamental consideration in Daikin Applied (UK) Ltd's commitment to responsible and sustainable business growth.
- 2.2 Daikin Applied (UK) Ltd is one of the world's foremost HVAC providers. We offer a seamlessly integrated single source of supply and deliver the complete end-to-end service from design and manufacture to installation, maintenance and on-going support.
- 2.3 We have been developing HVAC equipment over 90 years and are able to call upon unrivalled expertise and cutting edge production capabilities worldwide.
This allows us to offer a seamlessly integrated single source of supply and deliver the complete end-to-end service from design and manufacture to installation, maintenance and on-going support.

3. Responsibility For The Policy

- 3.1. The Directors and senior management team of Daikin Applied (UK) Ltd have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all persons working for us or on our behalf in any capacity comply with it.
- 3.2. The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all persons working for us or on our behalf in any capacity (including our employees, suppliers, workers, directors, agents, distributors and all third party business partners) .
- 3.3. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate training on it and the issue of modern slavery in supply chains.

4. Commitment

Daikin Applied (UK) Ltd are implementing and enforcing a number of measures, policies and controls both internally and externally to ensure compliance with the requirements of the Modern Slavery Act 2015:

- 4.1. Training on this policy and the risk our business faces from Modern Slavery and Human Trafficking forms part of the induction process for all individuals joining the business.
- 4.2. The issues surrounding Modern Slavery and Human Trafficking have been added to the Daikin Applied Induction Pack which is available to all employees.
- 4.3. The Daikin Applied (UK) Ltd Terms and Conditions of Purchase have been amended to encompass Modern Slavery and Human Trafficking and copies are available to our suppliers on request.

5. Compliance

5.1 All persons working for us or on our behalf in any capacity must:

5.1.1 Read, understand and comply with this policy, and avoid any activity that might lead to, or suggest, a breach of this policy;

5.1.2 Notify their immediate manager as soon as possible if they believe or suspect that a conflict with this policy has occurred, or may occur in the future; and

5.1.3 Raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

6. Breaches of Policy

- 6.1. Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- 6.2. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

7. Ongoing Review

Daikin Applied (UK) Ltd will review both its supply chains and external operations and its internal operations on an ongoing basis to check compliance with the above policy, and to check that our policy is being implemented effectively.

This statement is made in pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Daikin Applied (UK) Ltd's slavery and human trafficking statement and is approved by our Senior Management Team.

Name: Clive Parkman - Managing Director

Signed:



Date:

4th July 2019

This statement is for publication on the Daikin Applied (UK) Ltd website.