



# Modern Slavery Statement

Financial Year ending 31 March 2024

## Introduction

This statement has been published in accordance with the Modern Slavery Act 2015. Our statement demonstrates our measures and methodologies for the prevention of Modern Slavery and Human Trafficking throughout our business and supply chain.

Evident Europe GmbH (“Evident”) recognises that Modern Slavery and Human Trafficking can occur in many forms, such as forced labour domestic servitude, sex trafficking and workplace abuse. These actions are an abhorrent criminal activity which is not isolated to individual business areas or countries. Evident is committed to maintaining and improving its systems and processes to avoid complicity in human rights violations related to our own operations, our supply chain, and our products.

## Organisation Structure and Supply chain

Evident separated from the Olympus Group on April 03, 2023 and has operated as an independent company since then. The Evident Group is Head Quartered in Japan and operates globally through three regional hubs in the Americas, Asia Pacific, and Europe, Middle East and Africa (EMEA). The EMEA HQ, Evident Europe GmbH is in Hamburg, Germany and in the UK our business operates through a Branch Office of the German Company (UK Establishment Number: BR024128).

The Evident groups' purpose is to make people's lives healthier, safer and more fulfilling and we foster this in every action we take as an organisation.

The Evident Group develops and manufactures state-of-the-art life science and industrial inspection solutions with manufacturing sites in Japan, China, USA, Canada and Germany. The Evident UK Branch is responsible for sales, marketing and service of our products to the UK market. In the UK, Evident provides Life-Science goods and services primarily to the National Health Service, Private Healthcare Trusts, Academic and Research Institutions. Our Industrial products provide Manufacturing, Maintenance and Environmental customers from across Aerospace, Power Generation, Oil & Gas, Automotive, Infrastructure, Pharmaceutical and Chemical industry sectors with innovative inspection solutions.

The Evident UK Branch sources all products from our central EMEA warehouse in Hamburg, Germany. The vast majority of our product portfolio is manufactured in our own factories in Japan, China, USA, Canada and Germany, with only a small percentage of our portfolio being complementary accessories from carefully selected third-party companies. All suppliers are subject to stringent procurement and due diligence processes, prior to being contracted by our

### **EVIDENT Europe GmbH**

(a German company with limited liability)  
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company. Any indication or tolerance towards activities in contrary to the Modern Slavey Act 2015 will result in a re-evaluation by Evident, which can result in a termination of the relationship.

## Evident Approach to Modern Slavery

Due to the nature of our business, we are aware that we can encounter Modern Slavery risks arising from the manufacturing and sale of our life science and Industrial equipment. Evident is committed to monitoring the risks within our business and supply chain to ensure best practices are in place to prevent them. These practices are set out below.

## Policy Framework and Promotion

Evident has policies and codes in place that are relevant to tackling Modern Slavery and show our commitment to human rights. As a young company, we are gradually implementing policies and adapting them to the needs and circumstances of our employees, stakeholders and the market environment. We promote our policies and codes through training courses provided to our employees and communicated throughout our company as a whole. The two most important ones are:

- Our Human Rights and Labour Policy commits us to respect human rights in our business practices.
- Our Evident Global Code of Conduct is a central reference point for all Evident employees to enable them to understand what behaviour is ethical, legal and responsible. It has been created in line with the United Nations Global Compact's 10 Principles.
- Our Procedure for Reported Concerns serves to fairly address all reports/concerns received through our Integrity Line or other means. We have a whistleblowing hotline so that all employees know they can raise concerns (e.g. about the treatment of colleagues or practices within our company or supply chain) without fear of retaliation.

## Due Diligence

As a company, we firmly believe that by understanding and acknowledging the past and present activities of our customers and suppliers, we put ourselves in a greater position to actively avoid engaging with third parties whose actions are contrary to Modern Slavery and Human Rights legislation.

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During the past year

- We have conducted thorough due diligence checks on all our customers and third parties before the commencement of any business relationship.
- Our Compliance Department conducted an initial screening of all third parties and, where applicable, gathered an extensive timeline of any activity which is contrary to domestic or international legislation.
- We allocated additional resources to review all existing suppliers to identify higher risks from a Modern Slavery perspective.
- We onboarded a risk and compliance tool to independently verify the information provided by third parties and check risks, including Modern slavery risks.
- We created a dedicated questionnaire which is used to promote Evident's approach to Modern Slavery and identify areas for improvement in our supply chain.

Upcoming year:

In the coming year, we will further expand our activities to make our supply chain more sustainable. To this end, we have committed to identifying and combating the risk of modern slavery in our supply chain even more robustly. Our goal is not only to identify risks in the future, but also to continuously minimise them through various tools such as audits, certifications and qualifications. We are therefore in the process of making our human rights due diligence processes even more systematic. Further adjustments to our supplier management are planned, including the introduction of a Supplier Code of Conduct in 2024 and a revision of the Supplier Assessment Questionnaire to specifically address practices against modern slavery, so that we can also support and work closely with our supply chain partners in achieving this goal. Ultimately, Evident expects its suppliers to work openly with the company to identify and address modern slavery.

We may terminate a supplier contract at any time should any instances of modern slavery come to light.

## Risk Assessment and Management

The Senior Management Team of Evident has oversight of the business risk assessments that are conducted and leads the culture of the organisation, including against Modern Slavery. These risks are reviewed on a rotational basis and additionally as needed.

Compliance runs a business risk assessment from a compliance perspective. Our risk assessment takes place to look deeper into our overall company and supply chain risks. The risk assessment covers sector risk, country risk, transaction risk, and organisational risk. This allows for greater identification of supplier risks and enables Evident to accurately mitigate and manage such risks.

Evident's standard terms and conditions for suppliers deemed higher risk from a commercial perspective (for example because of the length of the agreement, the goods or products

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provided or the level of spend) include provisions to manage the risk of Modern Slavery by the supplier generally and in respect of the contract in particular.

## Key Performance Indicators

Last year, Evident did not establish any key performance indicators related to Modern Slavery risks. In the upcoming year, Evident plans to introduce the following performance indicators to measure the performance of our approach to Modern Slavery:

- Survey employees to determine their understanding of the risks of modern slavery and the identification of modern slavery issues. This will provide a foundation upon which we can build further KPI's to further raise awareness and understanding.
- Introduce and ensure suppliers are responding to our Modern Slavery questionnaire.

## Modern Slavery Training

Evident develops mandatory internal awareness training for all employees on compliance topics. Modern Slavery training is to be included in our induction training for new employees. In addition to this internal training, all employees are also required to complete Electronic Learning courses on our Code of Conduct on a rotational basis.

We aim to continuously improve the training we provide and ensure that our training reflects any changes that have occurred within and outside the company.

Our training will be tailored to specific roles and areas of business expertise. Employees in our procurement team who have a greater exposure to our supply chain will receive targeted training focused on indications and identification of Modern Slavery.

We will also monitor feedback provided by our colleagues on our awareness training and as a result, continue to develop our training program.

## Integrity Line

Evident uses an independent third-party to provide all employees, business partners and other parties an avenue to report violations of our Code of Conduct to our hotline, The Integrity Line. We continue to promote this service and encourage employees to raise any concerns of Modern Slavery. The Integrity Line is available 24 hours a day, 365 days a year with all reports kept strictly confidential and all calls untraceable. Personal information relating to the report will not be shared outside of Evident without the explicit consent of the reporting individual.

Every reportable instance is thoroughly investigated by Evident. This reporting channel is highlighted to all employees during mandatory training sessions conducted by Compliance and can be found on our website and in the Code of Conduct.

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## Future Plans

At Evident, we are determined to tackle Modern Slavery and Trafficking and will continue to evolve our approach in doing so. We promote our Modern Slavery Statement externally and wish to ensure transparency within Evident. This statement is also available on <https://modern-slavery-statement-registry.service.gov.uk/>

## Corporate Responsibility

This statement was adopted and approved by the Board of Evident Europe GmbH on 11 May 2023.

A handwritten signature in blue ink, appearing to read "MS", is positioned above a solid black horizontal line.

Michael Speiser  
Executive Managing Director  
Evident Europe GmbH



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