



Modern Slavery Statement

Financial Year ending 31 March 2025

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

The Evident Group is headquartered 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 microscopy and test and measurement solutions with manufacturing sites in Japan, China, USA, Canada and Germany. The Evident UK Branch is responsible for sales, marketing and services of our products to the UK market. In the UK, Evident provides microscopy goods and services primarily to the National Health Service, Private Healthcare Trusts, Academic and Research Institutions. Our test and measurement 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 company. Any indication or tolerance towards activities in contrary to the Modern Slavery Act 2015 will result in a re-evaluation by Evident, which can result in a termination of the relationship.

EVIDENT Europe GmbH

(a German company with limited liability)
Caffamacherreihe 8-10, 20355 Hamburg, Germany
Executive Director: Michael Speiser, Matthias Ponsold
Registered Seat: Hamburg
Commercial register: Local Court of Hamburg HRB 170281

EVIDENT Europe GmbH – UK Branch

Part 2nd Floor Part A, Endeavour House
Coopers End Road
Stansted
CM24 1AL, England, UK
Companies House, Company number: FC039030



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 microscopy and test and measurement 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 most important ones are:

- Our Supplier Code of Conduct - listing our expectations to our Suppliers in our Supply Chain.
- Our Human Rights and Labour Policy - committing us to respect human rights in our business practices.
- Our Evident Global Code of Conduct - 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 Reporting of Misconduct - serving 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.

During the past year

- We have published a Supplier Code of Conduct, which is also part of our contractual documents, committing Suppliers to adhere to its principles and requirements.
- For dedicated Suppliers we have introduced specific modern slavery-related questions in our Supplier Assessment Questionnaire.

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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 include provisions to manage the risk of Modern Slavery by the supplier.

Modern Slavery Training

Evident develops mandatory internal awareness trainings for all employees on compliance topics. In addition to this internal training, all employees are also required to complete the e-learning course 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 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

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:

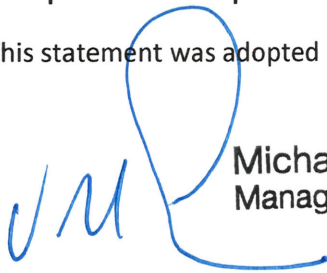
- Aiming at training at least 90 percent of employees related to modern slavery via our Code of Conduct training.
- Collecting cases reported related to modern slavery, as we encourage suppliers to report violations and subsequently, analysis of respective.

In the coming year, we will further expand our activities to make our supply chain is more sustainable. Thereto we have started to implement a contract management tool to digitalize the storage of contracts and questionnaires sent to suppliers. This will facilitate supplier consolidation. We will further assess risks related to our supply chain to ensure we have a balanced approach related to modern slavery, focusing on risk areas. These will be established in the forthcoming year.

Ultimately, Evident expects its suppliers to work openly with the company to identify and address modern slavery.

Corporate Responsibility

This statement was adopted and approved by the Board of Evident Europe GmbH on 8 April 2024.



Michael Speiser
Managing Director

Michael Speiser
Executive Managing Director
Evident Europe GmbH

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