

Slavery and Human Trafficking Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 of the United Kingdom ("the Act"). It sets out the steps which JFC INTERNATIONAL (EUROPE) GmbH and the JFC EU Group have taken to ensure that slavery and human trafficking is not conducted within their own businesses and supply chain during the fiscal year ended 31st March 2020.

Organizational structure and business

JFC INTERNATIONAL (EUROPE) GmbH is established in Germany and part of the Kikkoman Group of Japan. It owns branch offices in Germany, the United Kingdom, France, Austria, Sweden, Norway, the Netherlands, Italy and Russia as its subsidiaries under the JFC EU Group. The JFC EU Group's primary business is the importation and distribution of oriental food products and in particular, Japanese food products, in European markets including the United Kingdom.

Supply chain

The JFC EU Group sources a wide range of products from suppliers around the world including related companies within the Kikkoman Group and third party suppliers. The JFC EU Group strives to maintain the highest level of ethical standards for each transaction with all of its suppliers.

Policies, principles and actions

The JFC EU Group's commitment to eliminating slavery and human trafficking is embodied in the following policies and actions.

- Kikkoman Group Management Principles included in the Kikkoman Group Corporate Report. <https://www.kikkoman.com/en/corporatereport2019/index.html>
- Kikkoman Group Code of Conduct
- The Kikkoman Group is a signatory of the United Nations Global Compact. As a member of the Kikkoman Group, JFC INTERNATIONAL (EUROPE) GmbH and the JFC EU Group support the ten universal principles in the areas of human rights, labor standards, the environment and anti-corruption. <https://www.unglobalcompact.org/what-is-gc/participants/5822-Kikkoman-Corporation>

Due diligence process

As part of its initiative to identify and mitigate risk, the JFC EU Group sends letters to its suppliers to confirm that each supplier understands the requirements of the Act and ensures to respect human rights in employment and to follow ethical standards.

Risk analysis and training

The JFC EU Group is in the process of initiating a thorough risk analysis of slavery and human trafficking in its own supply chain. As an initial step to increase employee awareness, the Kikkoman Group Code of Conduct has been prominently posted within offices and other business sites to help ensure an understanding of internal policies. In 2019, in order to raise the awareness of employees regarding compliance issues and the maintenance of social order, the JFC EU Group conducted internal training highlighting the absolute necessity to observe laws, corporate rules and social morals, in addition to acting with commonsense even when certain actions are not against the law. It will also take additional steps to conduct training to its employees and suppliers.

This statement was approved by JFC INTERNATIONAL (EUROPE) GmbH's directors.



Toshiyuki Ogawa

Managing Director

JFC INTERNATIONAL (EUROPE) GmbH