

# Modern Slavery Act 2015 Slavery and Human Trafficking Statement

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Inca Digital Printers Limited ("INCA") during the year ending 1 April 2020 to prevent modern slavery and human trafficking in its business and supply chains.

## Introduction

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. INCA has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

## Our Business

INCA is a member of the 'SCREEN' group of companies and is an industry leader in the design, development and manufacture of inkjet printers for the print industry. Our ultimate parent company is SCREEN HOLDINGS COMPANY LTD, which has its head office in Japan. Our business extends globally, both in terms of clients and supply base.

## Our High Risk Areas

INCA uses smaller businesses in its supply chain that are not required in law to make formal declarations relating to the Modern Slavery Act 2015. INCA recognises that these suppliers, along with those outside the borders of the United Kingdom present the highest risk to its business in relation to the Act.

## Policies and Contractual Controls

INCA operates a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- ✓ Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will;
- ✓ Whistleblowing policy. Where an individual discovers information which they believe shows serious malpractice or wrongdoing within the Company, the individual is able to disclose this information without fear of reprisal;
- ✓ SCREEN group code of conduct. This code explains the manner in which we behave as an organisation and sets out how SCREEN Group expects our directors, officers and employees to act, including a statement that we will not utilise or tolerate the use of child labour, workers under the minimum employment age, or any form of forced or compulsory labour.

## Our Suppliers

INCA operates a supplier policy and maintains an approved supplier list.

All suppliers are required to comply with the SCREEN Supplier Code of Conduct. This code establishes standards to ensure that suppliers:

- provide workers with good working conditions, fair treatment and reasonable rates of pay;
- respect the human rights of workers, and treat them with dignity and respect as understood by the international community.

The SCREEN Supplier Code of Conduct also provides that:

- all forms of forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery or trafficking of persons are prohibited;
- all work must be voluntary and workers shall be free to leave work at any time or terminate their employment;

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- workers must not be required to surrender any government-issued identification, passports or work permits as a condition of employment; and
- excessive fees are unacceptable and all fees charged to workers must be disclosed.

### Further Steps to Prevent Modern Slavery in Our Supply Chains


We plan to put a program in place to carry out due diligence reviews of our existing suppliers, over the course of 2020-2021.

### Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified;
  - no reports are received from within our supply chain to indicate that modern slavery practices have been identified.
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This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2020.

Signed by: Steve Wilson  
Signature:   
Position: CEO  
Inca Digital Printers Ltd

Date: November 18th 2020