



## Modern Slavery Statement 2025

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Hori UK has taken, and continues to take, to ensure that modern slavery or human trafficking is not occurring within our business or supply chain.

The term modern slavery covers slavery, servitude, human trafficking and forced labour. HORI (U.K.) LTD 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. We are committed to putting effective systems and controls in place to safeguard against any form of modern slavery within the business or our supply chain.

### Our business

Founded in 1969 and working closely with games console manufacturers from 1983, Hori Co. Ltd was one of the first 3rd party accessory makers in the world. We have been the leading accessory manufacturer in Japan for almost 30 years, during which time we have pioneered many concepts that have made gaming more enjoyable and accessible to everyone, while also creating unique products that appeal to hardcore and niche gaming markets.

Since 2004, Hori has expanded its operations globally and now has offices in the US, Hong Kong, and the UK, enabling worldwide distribution and swift and effective customer service.

### Risk management and due diligence

We assess, monitor and subsequently minimise risks relating to slavery and human trafficking on a group basis.

We plan to undertake more regular reviews of modern slavery risks across the group. We already highlight two key areas for improvement as being more regular employee training, and raising awareness of policies and procedures regarding modern slavery.

### Our policies

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

1. Recruitment policy. We undertake a robust recruitment policy, including conducting eligibility to work in the UK checks (Right To Work) for all employees in order to safeguard against human trafficking and prevent individuals being forced to work against their will.
2. Whistleblowing policy. We operate a whistleblowing policy, wherein all employees know that they can raise concerns about how colleagues are being treated, or doubts regarding practices within our business or supply chain, without fear of reprisals.

### Our suppliers

HORI (U.K.) LTD maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery. With all of our suppliers, we reserve the right to terminate the contract at any time should any instances of modern slavery come to light

### Training on Modern Slavery and Trafficking

We are committed to increase training for our procurement/buying teams so that they understand the signs of modern slavery, and what to do if they suspect that it is taking place within our supply chain.

### Our key 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.

### Approval for this statement

This statement was approved by the Director on 27 JAN '25

Name (Director)

Ryuta Horinouchi

Signature

