Modern Slavery Act 2015 Group Statement

This Statement Covers Financial Year 1st January 2020 to 31st December 2020

This statement is made pursuant to Section 54 of The Modern Slavery Act of 2015 and sets out the steps that Trend Micro (EMEA) Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Trend Micro (EMEA) Limited 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.

Trend Micro (EMEA) Limited is a subsidiary of Trend Micro Netherlands BV, who is a subsidiary of the ultimate parent company, Trend Micro Inc. in Japan. The Group is engaged in designing and licensing security software and related services.

Trend Micro (EMEA) Limited and its subsidiaries operate from offices in Cork, Ireland; London, United Kingdom; Rome, Italy; Milan, Italy; Madrid, Spain; Barcelona, Spain; Munich, Germany; Copenhagen, Denmark; Jyväskylä, Finland; Helsinki, Finland; Oslo, Norway; Stockholm, Sweden; Vienna, Austria; Luxembourg, Luxembourg, Brussels, Belgium; Prague, Czech Republic; Ljubljana, Slovenia; Budapest, Hungary; Amsterdam, Netherlands; Warsaw, Poland; Zurich Switzerland and Lausanne, Switzerland.

Trend Micro (EMEA) Limited and its operating subsidiaries take steps to verify, evaluate and address risks of slavery and human trafficking in our supply chain.

Our client take on process and supplier selection process involves an assessment of the companies involved.

We also operate 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 and the EU checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Signed:
Norma O’Callaghan
Director, Trend Micro (EMEA) Limited