

## Slavery and Human Trafficking Statement

### 1. About our Statement

Under the Modern Slavery Act 2015 of the United Kingdom (the “Slavery Act”), this statement sets out the steps that Yazaki Corporation (“Yazaki”) and its group companies (collectively, “Yazaki Group”) have taken to ensure that modern slavery and human trafficking is not taking place in any of its own business and supply chain. The period covered by this Statement shall be Fiscal Year 2022 (Yazaki: 21<sup>st</sup> June, 2022–20<sup>th</sup> June, 2023) (Yazaki Europe, Limited. (“Yazaki Europe”): 1<sup>st</sup> April, 2022-31<sup>st</sup> March, 2023).

Yazaki Group is totally opposed to modern slavery and human trafficking in its own business and its supply chains as a whole.

Yazaki’s understanding of modern slavery and human trafficking is based on the definitions set out in the Slavery Act.

Although only Yazaki Europe is the legal entity required to publish an annual statement under the Slavery Act, Yazaki and Yazaki Europe will jointly prepare and publish this statement for Yazaki Group, including its European companies. In disclosing the statement, the Boards of Directors of both companies have recognized the content of this statement as efforts to respect human rights in the supply chain of their products and confirmed the human rights issues identified by each company.

### 2. Our Business (the data as of June 20th, 2023)

Yazaki Group’s core business is built around the manufacturing and sale of automobile parts. In addition, Yazaki Group manufactures and sells power cables, air conditioning equipment, gas equipment, etc.

Yazaki, with its registered head office in Tokyo, has operational world headquarters facilities in Susono City, Shizuoka prefecture, Japan. Yazaki Group has 141 companies, operating in 46 countries and regions. Yazaki Group’s total global employment amounts to approximately two hundred forty-one thousand people. Yazaki Group develops its market on large regions of Europe, Asia, North, Central and South America and Africa. Yazaki Group’s business in the UK is operated by Yazaki Europe, with its head office in Basildon, the United Kingdom.

### 3. Our Supply Chain

Yazaki Group purchases parts/materials for its products from various suppliers in and outside of Japan.

Yazaki Group requests all first-tier suppliers in its supply chain to take appropriate steps based on the relevant policies stated below. Additionally, to influence further throughout the wider supply chain, Yazaki Group encourages not only our first-tier suppliers, but also second-tier

suppliers and onward related to the transactions between Yazaki Group and first-tier suppliers, to apply such policies through the first-tier suppliers. Yazaki Group considers that it mitigates modern slavery or human trafficking risk in our whole supply chain.

#### **4. Yazaki's Relevant Corporate Policies**

##### Overall View

Yazaki prepares and distributes relevant policies for Yazaki Group to its executives, employees and suppliers to ensure that modern slavery and human trafficking is not taking place in any part of its business or supply chain. These policies are drafted by the appropriate divisions in charge and presented to the Boards of Directors and other executive meetings. Once adopted, they are delivered to relevant divisions and employees in Yazaki Group.

For instance, Yazaki Group's relevant global policies include:

- Yazaki Group Human Rights Policy (English Edition and Japanese Edition)
- CSR Policy (English Edition and Japanese Edition)
- YAZAKI Global Responsible Mineral Policy (English Edition and Japanese Edition)
- Code of Conduct (English Edition and Japanese Edition)
- Supplier CSR Guidelines (English Edition and Japanese Edition)

##### Yazaki Group Human Rights Policy

The policy sets out Yazaki Group's fundamental policy on respect for human rights and declares to fulfill its responsibility to respect human rights through support and respect for international human rights norms, such as the International Bill of Human Rights (the Universal Declaration of Human Rights and the International Covenants on Human Rights with the First and the Second Optional Protocols to the International Covenant on Civil and Political Rights) and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as implementation of the UN Guiding Principles on Business and Human Rights ("UN Guiding Principles").

Yazaki Group Human Rights Policy is placed above its all other relevant policies and documents which refer to respect for human rights, such as the CSR Policy, YAZAKI Global Responsible Mineral Policy and the Code of Conduct.

Yazaki Group Human Rights Policy applies to Yazaki Group's all companies and their executives and employees to conduct necessary actions to prevent human rights infringement, and it requests Yazaki Group's suppliers and other stakeholders to endorse it and endeavor to respect human rights.

##### CSR Policy

Yazaki Group conducts its business activities along with Fundamental Management Policy in order to realize the Yazaki Group Corporate Policy "A Corporation in Step with the World" "A Corporation Needed by Society". Based on the Fundamental Management Policy, Yazaki Group

established the CSR Policy which explains Yazaki Group's roles and responsibilities to meet the expectations of the various stakeholders. The CSR Policy also comprises human rights related matters such as "Compliance with Laws and Regulations", "Responsible sourcing", "Respect for Human Rights", "Safe and Healthy Work Environment" and "Talent Development". Our goal is to contribute to the sustainable development in the society by listening to the voices of our stakeholders and reflecting this policy in our daily operation through business activities.

#### YAZAKI Global Responsible Mineral Policy

Yazaki established Yazaki Global Responsible Mineral Policy to avoid the use of minerals derived from all human rights violations including child labour and other social issues in high-risk areas (CAHRAs-Conflict Affected and High-Risk Areas), including the Democratic Republic of the Congo and adjoining countries.

Based on this policy, we strive to fulfill its responsibilities as a company by responding to the growing social demand for procurement, such as the Dodd-Frank Act in the United States, the EU Conflict Minerals Regulation, and the OECD Due Diligence Guidance for Responsible Business Conduct. Specifically, in cooperation with suppliers and several industry association, we investigate smelters which produce the minerals (i.e., tin, tantalum, tungsten, gold and cobalt) used in our products and promote initiatives to use smelters that comply with the audit program of the Responsible Mineral Initiative (RMI), that is an international organization that promotes responsible mineral procurement. Also, as a member of the RMI, we cooperate to its promoting activities of responsible mineral procurement.

#### Code of Conduct

Yazaki Group prepared a handbook regarding the Code of Conduct for its executives and employees in a form appropriate to the laws, regulations and customs of each country and region. In line with the aforementioned CSR Policy, the handbook covers relevant sections such as "Compliance with Laws and Regulations", "Responsible sourcing", "Respect for Human Rights", "Safe and Healthy Work Environment" and "Talent Development". Among others, the "Respect for Human Rights" section sets out that executives and employees should pay careful attention to ensure forced labour and child labour are not taking place in Yazaki Group's business. The handbook also contains the fundamental management policy and the CSR Policy based thereon, and Yazaki Group's executives and employees are expected to act consistently in accordance with such rules.

In Europe, the Yazaki Europe Code of Conduct is applicable to companies and their executives and employees in the region and sets out the expected ethical behavior and conduct when doing business. The Code of Conduct requires not only that companies in the region comply with national laws and regulations, but also that all executives and employees are aware of and comply with applicable laws and regulations as their personal responsibilities.

The Code of Conduct thereby encourages all executives and employees to deal more ethically and honestly with their business partners and aims to strengthen the relationship of trust with

all stakeholders, such as local communities and authorities. The Code of Conduct, in conjunction with the CSR and the Human Rights Policy, will help Yazaki Europe to ensure a workplace where everyone can share a sense of ownership for Yazaki success by creating an atmosphere defined by a performance-based culture and strong teamwork.

The Code of Conduct includes a dedicated item on the respect for human rights as part of the section on Yazaki Europe's responsibility as a member of society. This item stipulates Yazaki Europe's endeavor for the prevention of forced labour and child labour.

In doing so, the Code of Conduct supports executives and employees of Yazaki Europe in protecting human rights, by acting in a socially responsible manner as well as ethically and in compliance with all applicable laws and internal rules, including those directed at ensuring Compliance with the UK Modern Slavery Act.

The Code of Conduct is published on the internal and external website to ensure that it is accessible to all stakeholders. ([https://www.yazaki-europe.com/fileadmin/user\\_upload/Yazaki\\_Europe\\_Code\\_of\\_Conduct\\_20210922.pdf](https://www.yazaki-europe.com/fileadmin/user_upload/Yazaki_Europe_Code_of_Conduct_20210922.pdf)).

### Supplier CSR Guidelines

The Supplier CSR Guidelines cover relevant matters such as compliance with laws and regulations, respect for human rights, prohibition of forced labour or child labour, and ensuring safe and healthy work environment. The Supplier CSR Guidelines require the relevant suppliers to comply with the Supplier CSR Guidelines and other matters agreed with Yazaki Group, as well as to promptly report any violation or suspected violation of the Guidelines or the agreements.

In addition, in order to clarify the policy for response to human rights issues such as forced labour and child labour in the supply chain, Yazaki Group is utilizing the Supplier CSR Guidelines reiterating its human rights related policy and requesting suppliers to further enhance and strengthen their CSR initiatives.

In line with the aforementioned Supplier CSR Guidelines, Yazaki Europe has defined the "Supplier Code of Conduct". The Supplier Code of Conduct has been rolled out to Yazaki Europe's suppliers with the aim of achieving mutual understanding and agreement on Yazaki Group's CSR requirements.

Yazaki Europe is in the process of revising its aforementioned "Supplier Code of Conduct" to continuously meet the expectations and requirements of society (including legislative developments and obligations) and to cascade such requirements to its own suppliers. In particular, this revising also includes further specifications on "Human Rights", including modern slavery and human trafficking. In undertaking the revision process, Yazaki Europe has taken the expectations and requirements by society, applicable laws and regulations, and industry standards into account and work closely with the global headquarters in Japan for alignment.

### Whistleblowing System

Yazaki Group has an internal policy applied globally to describe requirements of whistleblowing system. Along with this policy internal whistleblowing system has been

established in each region, through which employees are able to report any irregularities or illegal activities in the company. Yazaki Group has also set up whistleblowing contact points at external law firms, which are guaranteed to be independent, but in regions where such external contact points have not been set up, Yazaki Group recommends that it should be set up. Yazaki Group also set out a system of protection for whistleblowers in the internal policy to ensure that they remain anonymous and are not subject to retaliation or other detriment for reporting. In FY2022, conformance review of the whistleblowing system as the grievance mechanism in each region with the effectiveness criteria set out in the UN Guiding Principles was executed. Also, since the Whistleblower Protection Act in Japan was amended, related internal rules were modified, and its deployment and education are also conducted in Japan. In addition to the regional whistleblowing system mentioned above, with the aim of early detection and prevention of serious legal violations, Yazaki Group started to develop a "global whistle-blowing system" that accepts reports directly from overseas locations to the global headquarters in Japan.

Yazaki Europe operates a holistic "Whistleblowing System" that is accessible both to internal and external individuals on its website to raise any (potential) violations against the Code of Conduct or laws and regulations, either anonymously or by name. Amongst various categories to report, in particular this includes the opportunity to receive reports by employees and business partners on legal violations, including violations of human rights. Through the "Whistleblowing System", Yazaki Europe has endeavored to identify, investigate and correct human rights violations in its supply chain and beyond. In FY 2022, Yazaki Europe conducted a conformance review of the Whistleblowing System with regards to the assessment of compliance with the effectiveness criteria of the grievance mechanism set out in the UN Guiding Principles and the Whistleblowing System in line with Yazaki Group's activities as a whole to respect human rights. As a result of this review, Yazaki Europe confirmed that this Whistleblowing System conforms to the grievance mechanism.

In FY2022, all Yazaki Group did not receive any reports on violations, in relation to modern slavery and human trafficking.

## **5. Risk Assessment and Due Diligence**

Yazaki Group is operating a human rights due diligence system for all aspects of human rights, such as prevention of child labour and forced labour. Specifically, each of Yazaki Group's locations conducts an annual assessment of human rights-related risks and inspection of the status of mechanisms in place to reduce these risks and the appropriateness of business operations. The results of these assessments and inspections are reported to the Internal Control Committee established in each region, which deliberates on the appropriateness and sufficiency of risk responses and corrective measures and monitors the status of responses.

In FY 2022, following the previous financial year, human rights risk assessments were conducted in each region. Based on the results of the risk assessment, regional representative

entities reported about the identified risks and their countermeasures in the Global Internal Control Committee. Monitoring and sharing of the identified risks were also executed in the committee. We will continue our efforts to reduce risks on a global basis.

In addition, in order to ensure that child labour does not occur at its own locations, Yazaki Group conducts surveys on compliance with international norms and national laws and regulations regarding the minimum age for employment in the countries and regions where its companies are located, and monitors the status of its response. In FY2022, the survey was conducted for 105 companies, and no problems were found in any of them. We will continue to check the status of compliance. Furthermore, as part of its human rights due diligence, including the supply chain, Yazaki Group is using the aforementioned Supplier CSR Guidelines and their monitoring tools to assess the human rights risks of its suppliers, monitor their efforts to reduce these risks, and implement corrective action. In FY2022, conducted human rights due diligence on 1,515 suppliers in Japan, ASEAN, and China. Based on the supplier's self-assessment result regarding to the human rights risks, on-site interview was executed to the suppliers for which our deeper observation was needed, grasping the accurate situation and promoting awareness of aforementioned Supplier CSR Guideline. As we continue to conduct human rights due diligence, we will improve the process and introduce it to other regions.

In Europe, among others, Yazaki Europe, has introduced risk management activities to address risks, including human rights. These activities include measures at all locations to reduce risk through improvements in day-to-day management, as well as annual assessments of the status of these measures and the existence of significant risks. Yazaki Europe conducts risk activities in relation to manage major legal risks, including modern slavery and human trafficking on a continuous basis with the management team. This includes continuous ad-hoc management reports in case of any potential concerns and bi-annual risk assessments and reports to the European Internal Control Committee (European ICC).

The above risk management activities are supplemented and completed by continuous legal monitoring, e.g. applicable EU legislation such as the EU Corporate Sustainability Due Diligence Directive and related requirements with expected impact on Yazaki Europe's risk management in its entire supply chain. Yazaki Europe will implement necessary internal controls as appropriate to manage such risks.

In FY2023, Yazaki Europe plans to survey and assess the human rights risks of its suppliers, in line with Yazaki's global implementation schedule, and monitor activities on human rights due diligence. These activities include an assessment of suppliers and taking risk mitigation measures where necessary.

## **6. Effectiveness and Performance Review**

With regard to the aforementioned human rights due diligence, Yazaki Group conducted risk assessments and confirmations of the sufficiency and appropriateness of operations and management in all global locations in FY2022. Although there were no significant risks as the

result of assessment, risks such as lack of internal rules were identified so now we are working on to mitigate the risk by developing the rules and educating them to our employees.

In addition, survey of the minimum age for employment was conducted in all 45 countries and regions where Yazaki Group's companies are located, including Europe, to confirm the minimum age for employment and penalties under the laws and regulations of each country, the existence of birth certificates, and the existence of rules based on the laws and regulations of each country, and to confirm that there is no significant risk of child labour.

As result of the human rights due diligence on suppliers, it became clear that there are no significant risks through the supplier's self-assessment and on-site interview. Moreover, we promote understanding of human rights risks and issues and encourage further improvements at suppliers.

Yazaki Europe is in the process of integrating its human rights due diligence framework with the aforementioned risk management activities to address human rights risk in order to make them more comprehensive and effective. In this process, Yazaki Europe is ensuring that the integrated human rights due diligence process and scope meet the requirements of relevant laws and regulations.

In FY 2022, the aforementioned human rights due diligence was implemented at 33 locations in 19 countries under Yazaki Europe. On the basis of this assessment, no specific violations in particular in relation to modern slavery and human trafficking were identified. The results of this analysis will be reported to the European ICC and the Global Internal Control Committee, as the basis for continuous improvement to risk mitigation and prevention of modern slavery and human trafficking.

## **7. Training and Awareness**

Yazaki Group uses the aforementioned Code of Conduct or similar documents for various internal training programs to endeavor to ensure that management and employees are aware of and understand the content of the Code.

For example, we report the latest trends in human rights as well as human rights due diligence results of Yazaki Group's locations and suppliers to the Global Internal Control Committee which our executives attend. Introduction of human rights frameworks and explanation about human rights risks such as forced and child labour in the supply chain, with the aim of deepening understanding of respect and consideration for human rights, have been conducted at CSR training sessions for managers, new recruits, mid-career hires and employees prior to being transferred overseas. Yazaki Group also provides its suppliers with opportunities to explain Yazaki Group's CSR Policy and annual procurement policy, and regularly explains the requirements based on these policies, in order to share and deepen the understanding of both parties.

In Europe, at the European ICC meeting in FY 2022, Yazaki Europe informed and educated

Yazaki Europe's top and middle management about human rights risks and the trends in laws and regulations that Yazaki Group should be aware of. During this ICC Meeting a report on Yazaki Europe's human rights due diligence results was provided. In addition, Yazaki Europe carried out a Code of Conduct training for plant leaders in Turkey and Morocco. Yazaki Europe will continue to further promote and raise awareness of the Code of Conduct among all executives and employees in Europe and to carry out related educational initiatives.

This Statement was reviewed and approved by Yazaki Corporation's Board of Directors on August 30th, 2023, and Yazaki Europe, Limited's Board of Directors on July 25th, 2023.

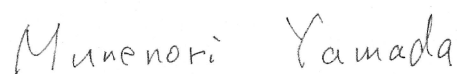
August 30<sup>th</sup>, 2023



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Riku Yazaki  
President, Representative Director  
Yazaki Corporation

July 25<sup>th</sup>, 2023



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Munenori Yamada  
Chairman of the Board of Directors  
Yazaki Europe, Limited