

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 chains. The period covered by this Statement shall be Fiscal Year 2021 (Yazaki: 21st June, 2021–20th June, 2022) (Yazaki Europe, Limited. (“Yazaki Europe”): 1st April, 2021-31st March, 2022).

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 the end of the period)

Yazaki Group’s core business is built around the manufacturing and sale of automotive 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 45 countries and regions. Yazaki Group’s total global employment amounts to approximately two hundred thirty-five 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 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 division 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:

- CSR Policy (English Edition and Japanese Edition)
- Yazaki Group Human Rights 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)

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 by listening to the voices of our stakeholders and reflecting the CSR Policy in our daily operation through business activities.

Yazaki Group Human Rights Policy

In response to the growing understanding of human rights issues and recognition of necessity of appropriate action in business conduct, Yazaki set out Yazaki Group Human Rights Policy, which was approved by its Board of Directors on 28 October 2020. 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.

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 employees to conduct necessary actions to prevent Human Rights infringement, and it requests Yazaki Group's suppliers and other stakeholders to endorse it.

YAZAKI Global Responsible Mineral Policy

Yazaki established Yazaki Global Responsible Mineral Policy to avoid direct or indirect funding of armed groups and the impact on all human rights violations and environmental destruction, including child labour, in conflict and high-risk areas (CAHRAs-Conflict Affected and High-Risk Areas), including the Democratic Republic of the Congo and adjoining countries.

Based on this policy, responsible mineral procurement activities are being promoted in response to the growing social demand for procurement, such as the Dodd-Frank Act in the United States, the EU Conflict Minerals Regulation, and the Due Diligence Guidance for Responsible Business Conduct of the Organization for Economic Cooperation and Development along with fulfilling social responsibility in our procurement activity".

Code of Conduct

Yazaki Group prepared a handbook regarding the Code of Conduct for its 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 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 employees are expected to act consistently in accordance with such rules.

In Europe, the Yazaki Europe Code of Conduct is applicable to companies 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 employees are aware of and comply with applicable laws and regulations as their personal responsibilities.

In FY 2020, with the approval of its Board of Directors, Yazaki Europe revised the aforementioned Code of Conduct to further require its local companies and employees to act ethically, comply with applicable laws and regulations, and to fulfill their social responsibilities. The Code of Conduct, in conjunction with the CSR and Human Rights Policy, will help Yazaki Europe to ensure a workplace where everyone can share a sense of ownership for Yazaki's success by creating an atmosphere defined by a performance-based culture and strong

teamwork.

As part of the section on Yazaki Europe's responsibility as a member of society, the revised Code of Conduct now includes a dedicated item on the respect for human rights. This item stipulates Yazaki Europe's endeavour for the prevention of forced labour and child labour. The Code of Conduct thereby encourages all 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.

In doing so, the Code of Conduct supports 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.

In FY 2021, Yazaki Europe published the reworked and updated Code of Conduct on the internal and external website to ensure that the Code of Conduct is accessible to all stakeholders. (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, suspected violation or the like 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 utilizing the Supplier CSR Guidelines revised in 2020, reiterating Yazaki Group's 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 been set out 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 further clarify and reinforce the expectations and requirements to its suppliers in relation to human rights, such as 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 head quarter for alignment.

Whistleblower System

Yazaki Group has set up internal whistleblowing contact point 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 is also in the process of establishing a system of protection for whistleblowers to ensure that they remain anonymous and are not subject to retaliation or other detriment for reporting.

Yazaki Europe set up a "Whistleblowing Hotline" on its website to receive reports and consultations from employees and business partners, including human rights violations, either anonymously or by name. Through this hotline, Yazaki Europe has endeavoured to identify, investigate and correct human rights violations in its supply chain and beyond. In FY 2021, Yazaki Europe did not receive any reports on violations, in relation to modern slavery and human trafficking.

5. Risk Assessment and Due Diligence

Yazaki Group established and is operating a human rights due diligence system for all aspects of human rights, such as 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 2021, human rights risk assessments were conducted in North and Central America, Europe, Mercosur, and India, in addition to ASEAN and China, where human rights risk assessments began in FY 2020. Based on the results of the risk assessment, we will continue our efforts to reduce risks on a global basis, such as by conducting in-depth investigations of items identified as having risks and conducting on-site audits as necessary.

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 FY2021, 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. In addition, as part of its human rights due diligence, including in 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 corrective action. In FY2021, in addition to conducting human rights due diligence on 848 suppliers in Japan, ASEAN, and China, we began to consider how we should approach to suppliers globally, where the scope and depth of our activity has varied by regions or countries.

In Europe, among others, Yazaki Europe, 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 on 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 Yazaki Europe Internal Control Committee.

The above risk management activities are supplemented and completed by continuous legal monitoring, e.g. in relation to the current draft initiative for an EU Corporate Sustainability Directive and related requirements with expected impact on Yazaki Europe risk management in its entire supply chain. Yazaki Europe will implement necessary actions once they are identified.

6. Performance Review

With regard to the aforementioned human rights due diligence at its locations, Yazaki Group conducted risk assessments and confirmations of the sufficiency and appropriateness of operations and management in North and Central America, Europe, Mercosur and India in addition to China and ASEAN which were started in FY2020 and found out that there were no significant risks as the result of assessment.

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.

In addition, as result of the human rights due diligence in FY2021 on suppliers in Japan, China and ASEAN, interviews were conducted with suppliers that identified as corrections or improvements are necessary. We encouraged them of the improvement.

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 2021, the aforementioned human rights due diligence was implemented at 35 locations in 21 countries under Yazaki Europe. On the basis of this assessment, no specific violations in particular in relation to child labor and forced labor were identified. The results of this analysis will be reported to the European Internal Control Committee 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, in Japan the latest developments in human rights are shared with management at executive meetings, and introduction to human rights frameworks and explanation about human rights risks such as forced and child labour in the own business and 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 Internal Control Committee meeting in FY 2021, Yazaki Europe informed and educated Yazaki Europe's executive and middle management about human rights risks and the trends in laws and regulations that Yazaki Group should be aware of, and about the reporting of Yazaki Europe human rights due diligence. Yazaki Europe plans to develop further educational initiatives for its companies and employees in Europe. Yazaki Europe will proceed to raise further awareness of the Code of Conduct among all employees in Europe and to carry out related educational initiatives.

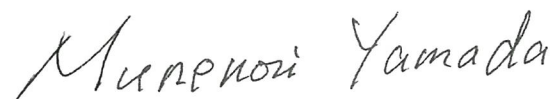
This Statement was reviewed and approved by Yazaki Corporation's Board of Directors on 31st August, 2022, and Yazaki Europe, Limited's Board of Directors on 25th August, 2022.

31st August, 2022



Riku Yazaki
President, Representative Director
Yazaki Corporation

1st September, 2022



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