

# CSR Policy

The CSR Policy, the core activities of the Yazaki Group, clarifies our responsibilities to stakeholders through the reorganization and embodiment of our Fundamental Management Policy from the viewpoint of CSR.

The Yazaki Group Corporate Policy of “A Corporation in Step with the World” and “A Corporation Needed by Society” will only be realized by responding to the trust and needs of our global society.

In implementing our Fundamental Management Policy, we will listen to the voices of our stakeholders and reflect them in our business activities. Our goal is to contribute to the sustainable development of the society, and we will encourage our business partners to support this policy and work together with us toward its achievement.



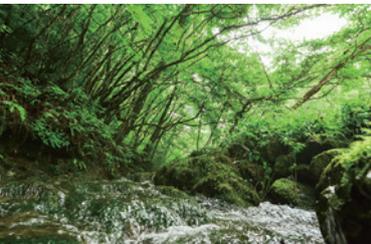
## Customers

- ▶ We will develop and provide safe and high quality products and services that meet the expectations of our customers, and comply with relevant laws and standards.
- ▶ We will provide necessary product information properly from the perspective of customers.
- ▶ We will protect our intellectual property rights. At the same time, we will respect the legitimate intellectual property rights of others.
- ▶ We will carefully manage and protect confidential information of our business partners that we may have acquired through business activities.
- ▶ We will take preventive measures against all foreseeable risks surrounding our business and conduct risk management so that in the event of an emergency, we will be able to protect the safety of our employees and local residents as well as maintain business continuity.



## Local and Global Communities

- ▶ We will respect the culture and laws of each country and territory, and in conducting all corporate activities comply at all times with relevant laws as well as internal regulations, including this policy.
- ▶ We will comply with laws and regulations regarding import and export control of the country or region where we operate.
- ▶ We will prohibit the offering of bribes to public officials and politicians and maintain a sound and transparent relationship with government agencies.
- ▶ As good corporate citizens, we will endeavor to create an affluent society by promoting social contribution activities and proactive dialogue.



## Global Environment

- ▶ Based on the Yazaki Global Environment Charter, we will actively promote environmental conservation activities to ensure that a rich global environment is passed on to the next generation.



## Business Partners

- ▶ We will maintain a fair, just, and transparent relationship with our business partners and conduct transactions with integrity.
- ▶ We will comply with the laws and regulations of each country, region, or territory in order to maintain fair competition.
- ▶ In procurement activities, we will expect business partners to act in accord with this policy.



## Employees

- ▶ We will build working relations of mutual trust through an open and sincere dialogue with our employees.
- ▶ We will respect the diversity of our employees, provide equal employment opportunities, and not conduct discriminatory practices.
- ▶ We will respect human rights and not tolerate human rights violations. We will not practice forced or child labor.
- ▶ We will comply with laws and regulations related to labor, including wages and working hours, and at the same time, and we will provide fair working conditions to all of our employees and maintain a safe and healthy working environment.
- ▶ We will actively pursue human resource development and improving the capacity and creativity of our employees.

## The Yazaki Group's CSR Focus

Up to this point, the Yazaki Group has been steadily carrying out CSR activities while striving to embody our CSR Policy. Going forward, in order to contribute to the realization of a sustainable society, we will identify social issues that should be addressed as a priority issues throughout the Yazaki Group's business activities from a broad, long-term perspective. While concentrating our management resources toward the resolution of these social issues, we will work on the following areas based on the awareness that we need to practice CSR more actively.



### — Contributing to SDGs

While recognizing that we are a corporation that operates businesses in various countries around the world, the Yazaki Group will contribute to the realization of the SDGs (Sustainable Development Goals), the universal and international goals being addressed not only by developing countries but also by developed countries themselves. The SDGs are a collection of 17 goals and 169 targets adopted by the United Nations in 2015 with the aim of resolving social issues such as poverty and hunger, energy and climate change by 2030. It is expected that all countries and their people will bear a sense of ownership of the goals and cooperate with each other to take action aimed at achieving the SDGs.

We will consider the social issues that the Yazaki Group should address as a priority going forward by taking full account of the positive and negative impacts that our business activities will have on resolving the social challenges set out by the SDGs.

### — Considering Material Issues

In order to achieve both the resolution of social issues and the sustainable growth of the Group, the Yazaki Group promotes a project to identify social issues to be prioritized through our business activities, and recognize them as materiality (material issues). In the process of identifying material issues, we analyze the relationship between the social issues that we identify in a comprehensive manner, including the SDGs in particular, and the Yazaki Group Corporate Policy and Fundamental Management Policy as well as our business strategy and other areas. We specify the assessed issues having a significant positive or negative impact on the Yazaki Group's business as material issues for the Yazaki Group.

For each of the specified material issues, we will set a management target to the extent possible and disclose our progress to our stakeholders through the CSR Report from next fiscal year onward.

- 1 Identify the social issues that we should consider based on the SDGs and the requests of stakeholders.
- 2 Analyze the relationship between the Yazaki Group Corporate Policy, Fundamental Management Policy, business strategy, and other areas and the social issues in 1 to assess their importance.
- 3 Determine the material issues for the Yazaki Group.