



## **Slavery and Human Trafficking Statement**

### **1. About our Statement**

Under the Modern Slavery Act 2015 of the United Kingdom (“Slavery Act”), this statement sets out the steps that Yazaki Corporation and its group companies ("Yazaki") have taken to ensure that slavery and human trafficking is not taking place in any of its supply chains and its own business.

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

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

### **2. Our Business**

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

Yazaki Corporation, with its registered head office in Tokyo, has an operational world headquarters facilities in Susono City, Shizuoka prefecture, Japan. Yazaki has 173 subsidiary companies, operating 478 sites in 45 countries, most of which are located in North and Central American, Mercosur, European and Northern African countries, and major Asian countries. Yazaki's total global employment amounts to about 284,000 people. Yazaki's operation in the UK is represented by Yazaki Europe, Limited, a subsidiary incorporated in Hemel Hempstead in the United Kingdom. Yazaki develops its market on a global basis, which includes large regions of Europe, Asia, North and South America, Africa and Oceania.

### **3. Our Supply Chain**

Yazaki purchases parts/materials for its products from various suppliers in and outside of Japan. Yazaki requests all 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, we encourage our suppliers to apply such policies to their suppliers and sub-contractors so that it helps the mitigation of slavery or human trafficking risk in our whole supply chain.

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

Yazaki prepares and distributes relevant policies to its employees and suppliers to ensure that slavery and human trafficking is not taking place in any part of its business or supply chain. Such policies are drafted by the appropriate division in charge and presented to a directors & officers meeting. Once adopted, they are delivered to the employees, relevant divisions and subsidiaries, when needed.



For instance, Yazaki's relevant policies include:

<For Employees of Yazaki Corporation>

- CSR Policy (English Edition and Japan Edition: the company website/the Intranet)
- Code of Conduct Handbook (English Edition and Japan Edition: the Intranet/booklet)
- Supplier CSR Guidelines (English Edition and Japan Edition: the Intranet of Purchasing Division)
- Yazaki Global Conflict Mineral Policy (English Edition and Japan Edition: the Intranet)

<For Suppliers of Yazaki Corporation>

- CSR Policy ([English Edition](#) and [Japan Edition](#): the company website/the Intranet)
- Supplier CSR Guidelines ([English Edition](#) and [Japan Edition](#): distributed in PDF version)
- Yazaki Global Conflict Mineral Policy ([English Edition](#) and [Japan Edition](#): the company website)

Of the above, the Code of Conduct Handbook is available in English and Japanese, and covers relevant sections such as “Compliance with Laws and Regulations”, “Responsible sourcing”, “Respect for Human Rights”, “Safe and Healthy Work Environment” and “Talent Development”. The Code of Conduct Handbook or similar documents set out fundamental management policy and the CSR policy based thereon, and the employees are expected to act with integrity in accordance with such rules. For instance, the Code of Conduct is posted on the Intranet, and a booklet is distributed to the employees who mainly work in Japan (including the employees of the affiliates and the personnel seconded from overseas). Such employees are recommended to carry the booklet with them while they are at work.

Yazaki has established internal whistleblower regulations and established a Whistleblower System ("YAZAKI EYE" in Japan, and similar hotlines in the US, Europe and China) so that the employees are able to raise concerns.

The Supplier CSR Guidelines above are available in English and Japanese, which provides for the “Purchasing Guidelines”. In addition, the Guidelines cover relevant matters such as compliance with laws and regulations, respect for human rights, prohibition of forced labour or child labour, and ensuring health and safety at workplace. The Supplier CSR Guidelines requires the relevant suppliers to comply with the Supplier CSR Guidelines and the matters agreed with Yazaki as well as to promptly report any violation or suspected violation or the like of the Guidelines or the agreements.

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

We consider that the greatest risk of slavery or human trafficking would have been in our supply chain where we undertake procurement activities and where operations and managerial oversight are out of our direct control.

Yazaki examined the conditions regarding the policies, the procedures and the practices relating to the issues such as non-discrimination, respect for human rights, forced labour, child labour and healthy and safe work environment by methods, for example, distributing the above “Supplier CSR Guidelines” and “2015 Yazaki Supplier CSR Self-Assessment Sheet” to about 450 first-tier suppliers that are mainly in Japan and ASEAN countries. This enabled Yazaki to assess the risks of each supplier's efforts more clearly than before.

By conducting deeper analysis of the above examination results, Yazaki will endeavor to assess the risks in work environment including slavery and human trafficking in its supply chains and to take its own improvement measures against such risks.

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

As mentioned above, Yazaki examined the conditions regarding the policies, the procedures and the practices relating to the issues such as non-discrimination, respect for human rights, forced labour, child labour and healthy and safe work environment by methods, for example, distributing the above “Supplier CSR Guidelines” and “2015 Yazaki Supplier CSR Self-Assessment Sheet” to about 450 first-tier suppliers that are mainly in Japan and ASEAN countries. This enabled Yazaki to assess the risks of each supplier's efforts more clearly than before.

Yazaki will, based on the above risk assessment results, endeavour to conduct more efficient and continuous performance review regarding the risks in work environment including slavery and human trafficking in its supply chains.

## **7. Training and Awareness**

Yazaki encourages its employees to deepen their understanding of the contents of the Code of Conduct Handbook above and similar documents by using the handbook or documents in various internal training such as rank-based training or education at work.

Yazaki is also seeking to make the Code of Conduct or similar documents thoroughly known among its employees by methods, for example, posting articles aimed to enlighten the employees about the Code of Conduct on its internal newsletter in the booklet and Intranet.



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*Shinji Yazaki*

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Yazaki Corporation.