

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 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 (the data as of June 20th, 2020)

Yazaki’s core business is built around the 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 operational world headquarters facilities in Susono City, Shizuoka prefecture, Japan. Yazaki has 142 companies, operating in 45 countries, most of which are located in North, Central and South America, Europe, Africa, and major Asian countries. Yazaki’s total global employment amounts to approximately two hundred forty-four thousand 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, Central and South America and Africa.

3. Our Supply Chain

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

Yazaki 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, we encourage not only our first-tier suppliers, but also second-tier suppliers and onward related to the transactions between Yazaki and first-tier suppliers, to apply such policies through the first-tier suppliers. We consider 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:

- CSR Policy (English Edition and Japanese Edition)
- Code of Conduct Handbook (English Edition and Japanese Edition)
- Supplier CSR Guidelines (English Edition and Japanese Edition)
- Yazaki Global Conflict Mineral Policy (English Edition and Japanese Edition)

Of the above, the Code of Conduct Handbook is prepared for the internal employees. 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 stipulates that employees should pay careful attention to ensure forced labour and child labour are not taking place in Yazaki's business.

The Code of Conduct Handbook sets out fundamental management policy and the CSR policy based thereon, and Yazaki employees are expected to act with integrity in accordance with such rules. For instance, the Code of Conduct is posted on the Yazaki intranet, and a booklet is distributed to the employees who work in Japan (including the employees of the affiliates and the personnel seconded from overseas), and expat employees overseas. Such employees are recommended to carry the booklet with them while they are at work.

Yazaki has established a whistleblower system known as "YAZAKI EYE" in Japan through which employees are able to report any fraud or violations within the company. Similar hotlines have been established as well in North and Central America, Europe, China, and other countries.

The Supplier CSR Guidelines above are available in English and Japanese, which provide 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 require the relevant suppliers to comply with the Supplier CSR Guidelines and other matters agreed with Yazaki, as well as to promptly report any violation, 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 be in our supply chain where we undertake procurement activities and where operations and managerial oversight are out of our direct control.

Yazaki distributes the above “Supplier CSR Guidelines” and “Yazaki Supplier CSR Self-Assessment Sheet” to first-tier suppliers that are in Japan, ASEAN and other countries. During the previous period, we used the aforementioned “Yazaki Supplier CSR Self-Assessment Sheet” to examine the conditions regarding the policies, the procedures and the practices relating to issues such as non-discrimination, respect for human rights, forced labour, child labour and healthy and safe work environment to approximately 650 first-tier supplier companies. By scoring the data from the examination results, Yazaki was able to quantitatively assess the status of each of its supplier companies. The findings were then fed back to each of the supplier companies. In addition, based on scoring results, etc., we prioritized suppliers in need of improvement and engaged in direct discussions with these companies and other activities to improve operations at the companies. During this period, in the effort to make the above-mentioned activities more substantial and improve their effectiveness, we examined improvements to the “Supplier CSR Guidelines” and “Yazaki Supplier CSR Self-Assessment Sheet” and prioritized BCP (Business Continuity Planning) in response to the COVID-19; for example, a “Survey of Effects of the COVID-19” was conducted for suppliers of raw materials, electronic, instrument and wire harness components, equipment and materials, and logistics in 702 companies in and outside Japan, hearings were held on issues related to business conditions and how the issues are being dealt with and requests to Yazaki, and feedback on survey results was provided.

6. Effectiveness and Performance Review

Also for Effectiveness and Performance Review, as mentioned above, Yazaki distributes the above “Supplier CSR Guidelines” and “Yazaki Supplier CSR Self-Assessment Sheet” to first-tier suppliers that are in Japan, ASEAN and other countries. During the previous period, we used the aforementioned “Yazaki Supplier CSR Self-Assessment Sheet” to examine 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 to approximately 650 first-tier supplier companies. By scoring the data from of the examination results, Yazaki was able to quantitatively assess the status of each of its supplier companies. The findings were then fed back to each of the supplier companies. In addition, based on scoring results, etc., we have prioritized suppliers in need of improvement and have engaged in direct discussions with these companies and other activities to improve

operations at these companies. During this period, in the effort to make the above-mentioned activities more substantial and improve their effectiveness, we examined improvements to the "Supplier CSR Guidelines" and "Yazaki Supplier CSR Self-Assessment Sheet" and prioritized BCP (Business Continuity Planning) in response to the COVID-19; for example, a "Survey of Effects of the COVID-19" was conducted for suppliers of raw materials, electronic, instrument and wire harness components, equipment and materials, and logistics in 702 companies in and outside Japan, hearings were held on issues related to business conditions and how the issues are being dealt with and requests to Yazaki, and feedback was provided.

Further, Yazaki conducts a survey regarding measures related to local regulations on minimum employment age. This survey is scheduled to be conducted on a regular basis. During this period, as an endeavor by Yazaki in Japan in complying with laws and regulations in each division and base, the items of forced labour and child labour were added to the "Compliance Check Sheet" for self-assessment of items required by "Yazaki-wide Compliance Management Item List" that lists the minimum necessary items for management. Based on the check sheet, compliance with respect to the items added will be confirmed for bases of Yazaki in Japan beginning during the next period.

With respect to technical intern trainees hosted by bases of Yazaki in Japan, audits of the host companies are conducted regularly based on the check sheet regarding respect for human rights, forced labour, child labour, etc. prepared by Yazaki. Whenever issues are revealed by audits, corrective measures are promptly taken in the effort to prevent reoccurrence.

In addition, Yazaki conducts an annual survey of labour management conditions (including forced labour and child labour) with respect to foreign nationals who are directly employed in Japan.

Further, Yazaki promotes local procurement of jigs and tools necessary to manufacture wire harnesses, and has introduced a certification system by means of audits to promote appropriate management. During this period, in addition to existing audits, we have prepared a check sheet including CSR factors that include human rights issues such as non-discrimination, respect for human rights, forced labour, child labour and healthy and safe work environment, and have conducted CSR audits of some subsidiaries and suppliers.

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.

Yazaki is also seeking to make the Code of Conduct and similar documents thoroughly known

among its employees by methods such as posting articles aimed to enlighten the employees about the Code of Conduct in its internal newsletter and on the Intranet.

In addition, Yazaki holds management meetings for the management tier to share the latest trends with respect to human rights, and regularly conducts CSR training sessions for managers, new employees, mid-career employees, and employees who plan to work for Yazaki's foreign affiliates, in order to explain the framework of human rights and human rights-related risks such as forced labour and child labour, so that such employees can deepen their understanding of respect and consideration for human rights at each affiliate of Yazaki.

Furthermore, Yazaki holds a "Yazaki Global Suppliers Convention" each year to have an opportunity to directly explain supply policies for the period, including respect for human rights, to its approximately 150 main first-tier suppliers in and outside Japan. Further, several study meetings based on the above-mentioned supply policies are held by the cooperative association, toward the realization of co-existence and co-prosperity with Yazaki's main suppliers. During this period, a study session was held on the theme "Compliance" that included matters such as improvement of the quality of labour attended by ten member companies.

CSR training that includes matters such as forced labour and child labour is held for Yazaki's procurement division employees as part of the initial training conducted for persons accepted for employment. We intend to consider other human rights related training programs in the future for employees in procurement divisions and other divisions.

Also, Yazaki plans to establish the group's human rights policies in order to supplement the policies for endeavors in regard to human rights that are prescribed by the various policies mentioned above.

This Statement was reviewed and approved by Yazaki Corporation's Board of Directors on August 28th, 2020.

August 28th, 2020



Shinji Yazaki
President, Representative Director
Yazaki Corporation.