

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 slavery and human trafficking is not taking place in any of its supply chains and its own business.

Yazaki Group 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.

Although only Yazaki Europe, Limited (“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, 2021)

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 140 companies, operating in 45 countries and regions. Yazaki Group’s total global employment amounts to approximately two hundred forty 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

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 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

The CSR Policy reorganized and embodied Yazaki's basic management policy from CSR perspective to clarify its responsibilities to stakeholders. The CSR Policy sets out 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".

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, and requests Yazaki Group's suppliers and other stakeholders to endorse it.

YAZAKI Global Responsible Mineral Policy

In response to changes in social and customer demands regarding conflict minerals, Yazaki revised Yazaki Group's policy from a "Yazaki Global Conflict Mineral Policy" to "YAZAKI Global Responsible Mineral Policy".

The new policy expands the geographic area covered from the Democratic Republic of the Congo and surrounding countries to other conflict areas and mentions concerns about human rights abuses such as "child labour".

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, Yazaki Europe sets out the Code of Conduct applicable to companies and employees in the region. Such Code of Conduct sets out a policy against any form of slavery and child labour, and 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 fulfill their social responsibilities. In particular, the Code of Conduct clarified and emphasized the expectations and rules regarding human rights for companies and employees in the region. The Code of Conduct also encouraged them 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 FY 2021, the Group plans to raise awareness of the Code of Conduct among all employees in Europe and to carry out educational initiatives.

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 revised the Supplier CSR Guidelines in FY 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 sets 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 existing "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 into account the expectations and requirements by society, applicable laws and regulations, and industry standards.

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 on human rights violations, either anonymously or by name. Through this hotline, Yazaki Europe has endeavored to identify, investigate and correct human rights violations in its supply chain and beyond. In FY 2020, no reports of human rights violations, including modern slavery and human trafficking, were reported.

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 2020, the aforementioned human rights due diligence was launched in Greater China

and ASEAN, where human rights risks are considered to be relatively high. In addition to reporting to the Internal Control Committee of each region on the material risks and corrective measures, as well as on trends in relevant laws and regulations in each region, as identified through the human rights due diligence, the Global Internal Control Committee, which oversees the Regional Internal Control Committees, monitors the status of responses.

In addition, in order to ensure that child labour does not occur at its own locations, Yazaki Group conducts surveys on the minimum age for employment in the countries and regions where its companies are located, and monitors the status of its response. 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 establish a system for corrective action.

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. The results of the annual assessment are reported to the European Internal Control Committee, which is made up of Yazaki Europe's senior management.

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, Yazaki Europe also plans to strengthen its supply chain approach by revising the "Supplier Code of Conduct", which will be rolled out to suppliers, in line with the "Supplier CSR Guidelines" and their monitoring tools.

6. Effectiveness and Performance Review

With regard to the aforementioned human rights due diligence at its locations, in FY 2020, Yazaki Group conducted risk assessments and inspections of the sufficiency and appropriateness of operations and management at 10 companies in Greater China and 13 companies in Thailand, the Philippines, Indonesia, Singapore, Vietnam and Cambodia in the ASEAN region, and confirmed that there were no significant risks.

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.

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.

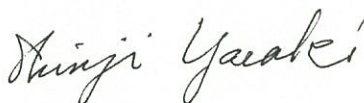
For example, the latest developments in human rights are shared with management at executive meetings, and introduction to human rights frameworks and explanation about human rights risks such as forced and child labour, with the aim of deepening understanding of respect and consideration for human rights, have been conducted at CSR training sessions for managers, new recruits, mid-career hires and employees prior to being transferred overseas. In addition, Yazaki Group has been endeavored to further inform its employees of the Code of Conduct by posting awareness-raising articles on its intranet.

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 2020, Yazaki Group 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 establishment of "Yazaki Group Human Rights Policy" and the launch of human rights due diligence. In FY 2021, Yazaki Group plans to develop the education for its companies and employees in Europe.

This Statement was reviewed and approved by Yazaki Corporation's Board of Directors on August 31th, 2021, and Yazaki Europe, Limited's Board of Directors on September 15th, 2021.

September 10th, 2021



Shinji Yazaki
President, Representative Director
Yazaki Corporation

September 15th, 2021



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