

Statement on UK Modern Slavery Act 2015 for FY2023

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and sets forth the steps taken to ensure that modern slavery and human trafficking are not taking place in their businesses and along their supply chains.

1. About us

We YASKAWA Group, under the parent company YASKAWA Electric Corporation in Japan, have offices located in 30 countries and regions and employ approximately 13,000 employees (as of 29th February 2024). YASKAWA Europe GmbH, serving as operational headquarters, covers and controls the YASKAWA EMEA Group which comprises 26 subsidiary companies, including YASKAWA Electric UK Ltd. and YASKAWA UK Ltd., employs round 2,000 people (both numbers are as of 29th February 2024) throughout the region and conducts business with a core focus on control devices (motors and inverters) and the field of industrial robots. We have business deployments in such areas as manufacturing, sales, installation, maintenance, and engineering.

2. Related Policies

With our Group's mission to leverage the pursuit of its business to contribute to the advancement of society and the well-being of humankind, we constantly strive to maintain the integrity for its management based on its principle to build up on the foundation of quality, to manage and operate efficiently and to satisfy the needs of the market under Yaskawa Group Code of Conduct established by YASKAWA Electric Corporation.

We adhere to the Yaskawa Group Code of Conduct as well as the Guidance on Yaskawa EMEA Group Code of Conduct which stipulates that its directors and employees understand and comply with employment contracts, applicable labor laws and regulations and international standards including human rights; that they do not use forced labor or child labor and also work to ensure that its contracted business partners are not in violation of these values.

To further develop our Business Partners' compliance with our Code of Conduct for Business Partners* as well as these legal requirements, we have expanded our suppliers' audits. With the digitalized system for suppliers' audits we can analyze the performance of suppliers by verifying their strengths and weaknesses and monitor the implementation of an improvement plan wherever necessary. For the development of Human Rights Due Diligence along the supply chain, our audit standards will in particular refer to the terms of the International Labor Standard in future.

* It stipulates our expectations towards labor standards along the supply chain and became an integral part of Business Partner evaluation as well as of the contracts with Business Partners.

Moreover, the developed Compliance Standards and Human Rights Due Diligence will be applied on the 20 largest suppliers of the YASKAWA EMEA Group to ensure best practice and continuous improvement.

3. Initiatives by us

For our employees we have a contact point at each company where people can report and consult. In addition, we offer a whistleblower system on our homepage <https://www.yaskawa.eu.com/about-yaskawa/Compliance/whistleblowing> for general access with the possibility to communicate in any official language spoken in the countries in which our subsidiaries are located. At the same time the possibility of anonymous reporting exists.

4. Employee Training

To raise people's awareness on the required norms and standards for auditing and suppliers' due diligence, trainings were held for all our subsidiaries, in particular for the employees engaged in tasks along the supply chain.

5. Looking Towards the Future

We aim to contribute to the well-being of humankind through its business activities conducted throughout the world. It is aware of the importance of dealing with the challenges pertaining to human rights and will continue to prevent the incidence of violations of human rights in the future and will also take initiative to become aware of and mitigate risks including slavery and human trafficking.

This statement was approved in the Management Meeting of YASKAWA Europe GmbH on 17.07.2024.



Marcus Mead
President EMEA