

## Slavery and Human Trafficking Statement

Shindengen Electric Manufacturing Co. Ltd. ('Shindengen') and its subsidiaries and affiliates ('Shindengen Group' or 'the Group') disclose its initiatives to prevent slavery and human trafficking in the business and supply chain of Shindengen Group during FY2019, ended 31 March 2020, pursuant to the UK Modern Slavery Act 2015 as follows.

### 1. Our Business

Shindengen Group composed of Shindengen, its 21 subsidiaries and 2 affiliates, has about 6,500 employees\* in consolidated. Shindengen Group provides Power device, Car electronics, and Energy system products and services from 15 countries and regions.

Details regarding Shindengen group

<https://www.shindengen.com/company/network/japan/>

Details regarding Shindengen Group business

<https://www.shindengen.com/products/>

### 2. Our Policy

Shindengen holds '**Management Philosophy**', "Together with society, our customers, and our employees", we pursue company growth that benefits society, our customers and employees, and attaches much value to relationships with society and human rights of employees.

Shindengen Group respects the international norms with regards to the human rights, labor challenges and employee rights brought out by the globalization. We are also actively committed to promoting human right awareness in the workplace.

We have established '**Shindengen Group Human Rights Policy**' as the base of all other policies and documents (ex. Shindengen Group Action Guidelines) related to the Group's efforts to respect human rights across our global operations.

'**Shindengen Group Human Rights Policy**' reveals that we respect human rights of all our executives and employees, and oppose any form of slavery or forced labor, including human trafficking, and child labor. It is also indicated that we will work to make our suppliers aware of this Policy, and we demand their compliance. '**Shindengen Group Action Guidelines**' also reflects 'Shindengen Group Human Rights Policy'.

Shindengen Group holds policy of 'Compliance with legislation and social norms' as one of the basic policies of 'Group Materials Procurement Policy'. In materials procurement, we comply with legislation and social norms (e.g. environment, human rights, labor, safety, health hygiene, ethic, etc.) of countries and regions, and make considerations on respects for human rights for our supply chains. In accordance with '**Shindengen Group Human Rights Policy**', the Group has set '**Supply Chain CSR Deployment Guidebook**', and works to make our suppliers aware of this Policy, and we demand their compliance.

We have reported 'Management Philosophy', '**Shindengen Group Human Rights Policy**', 'Group guidelines for Action', 'Group Materials Procurement Policy' and '**Supply Chain CSR Deployment Guidebook**' in websites as below.

Management Philosophy

<https://www.shindengen.com/company/mission/>

Shindengen Group Human Rights Policy

<https://www.shindengen.com/csr/rights/humanrightspolicy/>

Group guidelines for Action

<https://www.shindengen.com/csr/governance/guidelines/>

Group Materials Procurement Policy

<https://www.shindengen.com/csr/governance/procurement/>

Supply Chain CSR Deployment Guidebook

<https://www.shindengen.com/csr/governance/csrguidebook/>

\*employees; any persons who are employed by the company

