

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 FY2021, ended 31 March 2022, 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

3. Our efforts

‘Management Philosophy’, ‘Group guidelines for Action’ and ‘Group Materials Procurement Policy’ are distributed to all ‘Shindengen Group’.

Shindengen Group (domestic) has established a consultation window where employees and their families can receive specialist counselor advice for daily anxiety, stress, and other troubles.

Mental health education workshops are also provided to all employees, and annual stress checks are performed to reduce the risk of mental health problems of our employees. In FY2021, as part of our activities to create an environment in which employees can work safely and securely, Shindengen and Okabe Shindengen obtained the certification of occupational health and safety management system ISO45001. Other Group companies are also engaged in occupational health and safety activities in accordance with ISO 45001.

Shindengen Group is committed to raising awareness and respect for human rights through CSR training courses. CSR education covers introductions of CSR awareness of respects toward international standards (ILO core labor standards), sensitivity to LGBT, and the human rights topic of UN’s SDGs.

Regarding the supply chain, Shindengen holds Business Strategy Meeting every year to explain Group Materials Procurement Policy and request to observe laws, regulations, and social norms including human rights. We also ask our suppliers to understand our responsible minerals sourcing initiative and cooperate with surveys conducted by the Group as part of consideration for human rights.

■Due Diligence

We consider that the greatest risk of slavery or human trafficking would have been in our supply chain where operations and managerial oversight are out of Shindengen Group’s direct control.

Based on ‘Supply Chain CSR Deployment Guidebook’, we explained the Group’s human rights policy again to 30 suppliers who did not meet our target scores in the human rights survey conducted in FY2019 and FY2020, then gained their understanding and obtained their consent to respect human rights.

We will continue to conduct supply chain human rights surveys on a regular schedule. And we will also continue to ask suppliers to understand and cooperate with respect for human rights through the opportunities such as Business Strategy Meeting and renew the Basic Contract adding necessary clauses related to human rights.

The Group strive to identify human right risks through its yearly assessment, along with that, the Group take the appropriate actions, such as avoiding, mitigating the risks. In the human rights risk survey conducted by the Group in FY2021, no facts were confirmed that violated the Group’s human rights policy.

4. Looking forward

The Group proactively promotes employee education based on **‘Shindengen Group Human Rights Policy’**. We continuously request suppliers and business partners to respect the Company’s Human Rights Policy.

Shindengen considers respect of human right and prevention of slavery or human trafficking will lead to practice of ‘Management Philosophy’.

This statement has been approved by Shindengen CSR committee led by President delegated by Board of Directors.

30th Sept 2022



Yoshinori Suzuki

President, Representative Director

Shindengen Electric Manufacturing Co. Ltd.