

Slavery and Human Trafficking Statement

Shindengen Electric Manufacturing Co., Ltd. (“Shindengen”) and its subsidiaries and affiliates (“the Shindengen Group” or “the Group”) disclose its initiatives to prevent slave labor and human trafficking in the business and supply chain of the Shindengen Group during FY2023, pursuant to the stipulations of Section 54, Subsection 1 of the UK Modern Slavery Act 2015, as follows.

1. Our Business

The Shindengen Group is composed of Shindengen, its 20 subsidiaries, and 1 affiliate, and has about 6,800 employees* (consolidated). The Group operates electronics businesses in 14 countries and regions, with electronic devices, electrical products, and energy systems as its core products.

Details on the organizational structure and businesses	https://www.shindengen.com/company/network/japan/
Details on the businesses	https://www.shindengen.com/products/

2. Our Policy

Shindengen’s Management Philosophy stipulates the aim of being a company that grows “together with society, our customers, and our employees.” Accordingly, we place importance on our relationship with society and the human rights of employees.

The Shindengen Group respects international norms with regard to human rights, labor issues, and employee rights developments that have accompanied economic globalization. We are also actively promoting measures to increase human rights awareness within the Company and other efforts related to human rights.

As part of those efforts, we have established the Shindengen Group Human Rights Policy as the foundation of all other policies and documents (e.g., Shindengen Group Action Guidelines) related to the Group’s efforts to respect human rights across our global operations.

The Shindengen Group Human Rights Policy declares that we respect the human rights of all our executives and employees, and oppose any form of slavery or forced labor, including human trafficking, and child labor. It also makes it clear that we will work to make our suppliers aware of this Policy, and that we demand their compliance. The Shindengen Group Action Guidelines also reflect the intent of the Shindengen Group Human Rights Policy.

The Shindengen Group considers “compliance with legislation and social norms” to be the foundation of the Group Materials Procurement Policy. In materials procurement, we advocate compliance with legislation and social norms (e.g., environment, human rights, labor, safety, health and hygiene, ethics, etc.) of each country and region. The Group has established the Supply Chain CSR Deployment Guidelines in accordance with the stipulations of the Shindengen Group Human Rights Policy and requires all of its suppliers and business partners to respect the contents of the Policy.

The Management Philosophy, the Shindengen Group Human Rights Policy, the Shindengen Group Action Guidelines, the Group Materials Procurement Policy, and the Supply Chain CSR Deployment Guidelines are available at the following URLs.

Management Philosophy	https://www.shindengen.com/company/mission/
Shindengen Group Human Rights Policy	https://www.shindengen.com/csr/rights/humanrightspolicy/
Shindengen Group Action Guidelines	https://www.shindengen.com/csr/governance/guidelines/
Group Materials Procurement Policy	https://www.shindengen.com/csr/governance/procurement/
Supply Chain CSR Deployment Guidelines	https://www.shindengen.com/csr/governance/csrguidebook/

* Employees: All persons who are employed by the company

3. Our Efforts

■ Efforts related to the consideration of human rights by the Shindengen Group and its supply chain

The entire Shindengen Group is made aware of the Management Philosophy, the Shindengen Group Action Guidelines, and the Group Materials Procurement Policy.

The Shindengen Group (domestic) has established a dedicated consultation desk where employees and their families can receive appropriate advice on dealing with everyday anxiety, worries, and other problems from a counseling specialist.

Mental health education is also provided to all employees, and annual stress checks are performed to reduce the risk of mental health problems in our employees. In addition, as part of our activities to create an environment in which employees can work safely and securely, Shindengen and Okabe Shindengen acquired ISO 45001 (occupational health and safety management systems) certification. Other Group companies are also engaged in occupational health and safety activities in accordance with ISO 45001. In April 2023, we established a Human Rights Committee under the Sustainability Committee to strengthen efforts to respect human rights.

The Shindengen Group is committed to raising awareness and respect for human rights through CSR training courses, etc. CSR education introduces employees to an awareness of respect for international standards (ILO core labor standards), sensitivity to LGBT and other sexual minorities, and the human rights aspects of the UN's Sustainable Development Goals (SDGs).

In addition, Shindengen utilizes outside instructors to provide all employees with harassment prevention training as part of our human rights education.

Regarding the supply chain, Shindengen holds a Business Strategy Meeting every year with our suppliers to explain the Group Materials Procurement Policy and to ask them to observe laws, regulations, and social norms including human rights. We also seek the understanding of our suppliers regarding our efforts toward responsible minerals sourcing and their cooperation with surveys conducted by the Group as part of its consideration for human rights.

■ Due Diligence

We believe that the greatest risk of slavery or human trafficking is in our supply chain where operations and managerial oversight are out of the Shindengen Group's direct control. At the annual Business Strategy Meeting, we present the Shindengen Group Supply Chain CSR Deployment Guidelines to our suppliers, seeking their understanding and cooperation regarding human rights initiatives. In FY2023, we updated the content of the supply chain human rights survey that we launched in FY2019, and carried out the survey to assess the status of human rights efforts within the supply chain. We provided feedback on the results to the suppliers who responded and requested improvements where necessary.

The Shindengen Group conducts risk assessments each year and strives to identify human rights risks. We implement measures to avoid or mitigate those risks. No violations of our Human Rights Policy were confirmed in the FY2023 Shindengen Group Human Rights Risk Assessment.

4. Looking Forward

The Group proactively promotes employee education based on the Shindengen Group Human Rights Policy and the Shindengen Group Action Guidelines, etc. We will continue asking all of our suppliers and business partners to respect the contents of the Company's Human Rights Policy. In addition, using the results of the Shindengen Group risk assessments and the supply chain human rights survey, and the human rights risk map, we will identify/evaluate risks, then implement appropriate measures, such as avoiding, mitigating, and monitoring those risks.

Shindengen believes that respecting human rights and preventing slave labor and human trafficking will lead to the implementation of our Management Philosophy.

This statement has been approved by the Shindengen Board of Directors.

30th September 2024



Nobuyoshi Tanaka

President, Representative Director

Shindengen Electric Manufacturing Co., Ltd.