

Slavery and Human Trafficking Statement

Shindengen Electric Manufacturing Co. Ltd. ('Shindengen') and its subsidiaries and affiliates ('Shindengen Group') have produced this Slavery and Human Trafficking Statement in response to Section 54 of the UK's Modern Slavery Act 2015. Shindengen has prepared this statement based on the resolution of Directors meeting of Shindengen held on 10th Sept, 2018.

1. Our Business

Shindengen Group composed of Shindengen, its 20 subsidiaries and 2 affiliates, has about 6,200 employees in consolidated. Shindengen Group provides Power device, Car electronics, and Energy system products and services in 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.

Based on our '**Group Action Guidelines**' and internal standards, we provide "safe workplace", "free of harassment" and "awareness of health". We support career development for all employees, promote safe and healthy working environments, and diverse working styles.

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.

We have reported these 'Management Philosophy', 'Group guidelines for Action', 'Group Materials Procurement Policy', and policies for human rights and labor practices in websites as below.

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

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

Group Materials Procurement Policy <https://www.shindengen.com/csr/governance/procurement/>

Policies for human rights and labor practices <https://www.shindengen.com/csr/rights/>

3. Our efforts

'**Management Philosophy**', '**Group guidelines for Action**' and '**Group Materials Procurement Policy**' are distributed to all of '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. Since FY2016, annual stress checks have been performed to identify, manage and ultimately reduce the risk of mental health problems of our employees.

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.

In accordance with the supply chain, Shindengen holds Suppliers' Meeting every year to explain Group Materials Procurement Policy and request to observe laws, regulations, and social norms including human rights. Shindengen also implements the review of our suppliers in accordance with the conflict mineral trade as part of the respect of human rights.

4. Looking forward

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. Shindengen Group will make effort together with our suppliers to prevent the occurrence of slavery or human trafficking.

Shindengen considers that respect of human rights and prevention of slavery or human trafficking will lead to practice of '**Management Philosophy**'.

28th Sept, 2018



Yoshinori Suzuki

President, Representative Director

Shindengen Electric Manufacturing Co. Ltd.