

## Introduction

As a leading company in the fields of robotics and drive technology, YASKAWA EMEA Group (YASKAWA) is deeply committed to upholding the highest standards of human rights, ethical conduct, and social responsibility. We recognize that modern slavery, including forced labour, human trafficking, and exploitation, remains a pervasive issue in today's globalized economy — an issue that requires the attention and action of companies across all industries, including ours.

Our technologies are designed to improve industrial processes and contribute to the advancement of society, and we believe that innovation and progress must always go hand in hand with respect for human dignity and fair working conditions. Therefore, we are committed to ensuring that modern slavery has no place in our business activities, supply chains, or partnerships.

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and reflects our ongoing commitment to transparency and integrity and outlines the principles and measures we implement to identify, prevent, and mitigate risks related to modern slavery. It is our firm belief that only through collaborative efforts with our employees, suppliers, and partners can we contribute to creating an industry and society where exploitation and coercion are actively prevented, and human rights are respected at every level.

## What is modern slavery?

Modern slavery refers to severe forms of exploitation in which individuals are deprived of their fundamental rights and freedoms, often through coercion, deception, or abuse of vulnerability, and are forced to work under unacceptable conditions. This includes forced labour, human trafficking, debt bondage, and other forms of involuntary work. In the context of a global, technologically driven industry like ours — covering robotics, and drive technology — modern slavery can be a hidden risk within complex international supply chains, subcontracting, and sourcing of raw materials.

For YASKAWA, modern slavery is not only a profound violation of human rights but also fundamentally incompatible with our values of innovation, integrity, and respect for human dignity. We are committed to actively identifying and eliminating any risks related to modern slavery within our operations and business relationships.

## Our Business

YASKAWA Europe GmbH, serving as operational headquarters, covers and controls the YASKAWA EMEA Group which comprises 17 subsidiary companies, including YASKAWA Electric UK Ltd. and YASKAWA UK Ltd., and employs round 1.900 people (both numbers are as of 1st April 2025) throughout the region.

YASKAWA Europe GmbH is a leading provider of robotics and drive technology in the EMEA region, delivering innovative solutions to a wide range of industries. With a strong commitment to technological excellence YASKAWA Europe GmbH plays a key role in enhancing manufacturing efficiency, precision, and sustainability across various sectors. We have business deployments in such areas as manufacturing, sales, installation, maintenance, and engineering.

With a strong presence across EMEA, YASKAWA Europe GmbH provides local expertise while maintaining global standards of quality and innovation. By building lasting partnerships with our customers and suppliers, we continue to drive progress in the industry, ensuring a reliable and responsible supply chain.

## Our approach

In recent years, awareness and expectations around human rights and the prevention of modern slavery have grown significantly — both within society and across industries. At YASKAWA, we take a firm stand against modern slavery in all its forms, including forced labour, human trafficking, and exploitation. We recognize that as a global company with a broad network of suppliers and partners, we have a responsibility to ensure that our operations and supply chains remain free from such practices.

Our approach is built on transparency, compliance, and a commitment to human rights. To strengthen our approach, we have expanded our internal expertise and established dedicated roles focusing on key compliance areas, including human rights and the prevention of modern slavery. This enables us to address these critical issues more effectively and to further integrate respect for human rights into our business processes and supply chains.

## Our Policies

To ensure integrity and transparency in everything we do, we have established a variety of internal policies that guide our business conduct.

### Code of Conduct

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 labour laws and regulations and international standards including human rights; that they do not use forced or child labour and also work to ensure that its contracted business partners are not in violation of these values.

### Compliance Policy

We have implemented various compliance policies on the topics of competition law and antitrust law, anti-bribery & corruption, data protection and export control.

To further strengthen our commitment to ethical business practices and ensure consistent standards across all areas of our organization, we are currently developing a comprehensive Compliance policy. This policy will serve as a clear framework to guide the actions and decisions of all employees, emphasizing the importance of integrity, respect for human rights, and compliance with applicable laws and regulations. By introducing this unified approach, we aim to foster greater awareness of compliance-related topics and support our employees in acting responsibly and lawfully in all business situations.

### Whistleblower Policy

As part of our ongoing commitment to ethical conduct and transparency, YASKAWA has implemented a comprehensive Whistleblowing Policy alongside a dedicated reporting system. This system allows employees, business partners, and other stakeholders to confidentially and securely report potential violations of laws, internal policies, or ethical standards — including concerns related to human rights and modern slavery. Reports can be submitted anonymously, and all information is handled with the utmost care to ensure protection against retaliation. By establishing this mechanism, we aim to promote an open and responsible corporate culture

where concerns can be raised and addressed in a fair and transparent manner.

In line with our commitment to promoting ethical behaviour and fostering a culture of integrity, YASKAWA has designated a Group Compliance Officer and a local Compliance Agent in each of our subsidiaries across the EMEA region. These officers act as trusted points of contact for employees to report concerns or seek guidance, complementing our whistleblowing system. With a local representative available on-site, employees can rely on a confidential, supportive resource for advice and assistance, ensuring they are empowered to raise issues in a safe and responsible environment.

## Building Knowledge and Awareness

At YASKAWA, we recognize the importance of continuous education to uphold ethical standards and ensure compliance across our operations. To this end, we provide our employees with training on a variety of essential topics, including the General Equal Treatment Act (AGG), export control regulations, data protection and our Code of Conduct. These training programs are designed to empower our employees with the knowledge they need to navigate legal and ethical challenges in their daily work. Additionally, we are actively developing further training initiatives to ensure that all employees are equipped to act with integrity and in compliance with both legal requirements and our core values. Our commitment to education ensures that we foster a responsible, ethical culture at every level of the organization.

## Our Suppliers

In today's interconnected global economy, supply chains are increasingly complex and extend across multiple regions and industries. While this global reach can provide businesses with access to innovative technologies and cost efficiencies, it also introduces significant challenges in ensuring ethical practices, particularly when it comes to combating modern slavery.

The robotics and drive technology sectors, in which YASKAWA operates, rely heavily on a network of suppliers providing everything from raw materials and components to finished products. This broad supplier base can expose companies to risks related to forced labour, human trafficking, and other forms of exploitation. The production and sourcing of critical materials, such as metals and rare earth elements, often takes place in regions where labour rights are poorly enforced, or where human rights abuses are more prevalent. These risks are further compounded by the involvement of multiple layers of suppliers and subcontractors, making it difficult to ensure visibility and control over the practices within the supply chain.

For companies like YASKAWA, which prioritize technological innovation and high-quality products, the risk of modern slavery in the supply chain is a serious concern. It is essential to recognize that addressing this issue requires a proactive and multifaceted approach. To this end, we have developed a Code of Conduct for our suppliers. This code clarifies our expectations of our suppliers and requires them to act in an exemplary manner and in compliance with applicable law.

As we value transparency and accountability in every aspect of our operations, we are committed to maintaining open lines of communication with our suppliers, stakeholders, and employees, ensuring that any concerns related to modern slavery are addressed promptly and effectively. Our Whistleblowing policy enables individuals to report any suspicions of unethical behaviour, including modern slavery, in a safe and confidential manner.

We are committed to maintaining a supply chain that reflects our values of respect for human rights and integrity. We strive to work only with suppliers who share this commitment and uphold the highest standards of social responsibility. By focusing on ethical sourcing, improving visibility across our supply chains, and actively engaging with suppliers, we aim to minimize the risk of modern slavery and contribute to the creation of a fairer and more responsible global economy.

## Continuous Improvement

At YASKAWA, we understand that addressing complex issues like modern slavery requires more than just implementing a set of policies or actions. It is an ongoing commitment to continuous improvement in all aspects of our operations and supply chain. Our goal is to create a business environment where modern slavery has no place, and to achieve this, we actively strive to refine, enhance, and adapt our strategies over time.

### **Proactive Evaluation and Risk Management**

Continuous improvement begins with a comprehensive and proactive approach to risk management. We are currently revising our risk management process to better identify potential risks related to modern slavery. By staying vigilant and monitoring changing industry trends, regulatory developments, and emerging risks, we ensure that our policies remain relevant and robust.

### **Engagement and Collaboration with Suppliers**

One of the cornerstones of our continuous improvement efforts is our collaboration with suppliers. We recognize that no company can succeed in fighting modern slavery alone, which is why we actively engage with our suppliers to build long-term relationships rooted in transparency and shared values. We also recognize that our suppliers' practices can evolve and change over time, which is why our approach is

dynamic. We encourage ongoing dialogue, feedback, and collaboration to ensure that we are addressing new challenges as they arise.

## **Monitoring and Reporting Systems**

Another critical aspect of continuous improvement is our monitoring and reporting systems. Our Whistleblowing policy provides a confidential platform for employees, suppliers, and external stakeholders to report potential issues including to modern slavery. This transparency allows us to take swift, decisive action when needed.

Furthermore, we regularly review and update our reporting frameworks to ensure that we are not only meeting legal requirements but also upholding the highest ethical standards. Our approach to monitoring goes beyond compliance—it's about fostering a culture of responsibility and accountability throughout our organization.

## **Employee Training and Awareness**

Continuous improvement also applies to our internal operations. We provide regular training for our employees to ensure they are fully aware of risks and understand the importance of ethical conduct in their daily work. This helps to create a company-wide culture of vigilance, where all individuals are empowered to report concerns, identify risks, and act responsibly.

## **Evaluation of Policies and Best Practices**

Finally, we continuously evaluate our policies and practices to ensure they remain effective and aligned with the latest developments in the fight against modern slavery. We review industry standards, legal frameworks, and global best practices to refine our strategies, ensuring we are always at the forefront of compliance and ethical labour practices.

By adopting a culture of continuous improvement, we ensure that we not only comply with legal requirements but also work to set new benchmarks for ethical conduct in our industry. We believe that every improvement—whether big or small—plays a vital role in creating a fairer, more just supply chain.

*Marcus Mead*

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Chairman & President Yaskawa EMEA

Executive Officer Yaskawa Electric Corporation