

Statement on UK Modern Slavery Act 2015 for FY2017

As an enterprise that conducts business in the United Kingdom, the Yaskawa Group, under the parent company YASKAWA Electric Corporation, is disclosing this statement based on the stipulations in Section 54 of the UK Modern Slavery Act 2015.

1. About the Yaskawa Group

With YASKAWA Electric Corporation serving as its integral entity, the Yaskawa Group comprises 72 subsidiary companies and 22 affiliated companies (as of 28th February, 2018) and conducts business with a core focus on control devices (motors and inverters) and the field of industrial robots. It has business deployments in such areas as manufacturing, sales, installation, maintenance, and engineering. The Yaskawa Group has offices located in 29 countries and regions around the world, employing approximately 12,000 employees globally.

2. Related Policies

With the company's mission to leverage the pursuit of its business to contribute to the advancement of society and the well-being of humankind, the Yaskawa Group constantly strives to maintain the integrity for its management based on its principle to emphasis on our foundation of quality, to manage and operate efficiently and to satisfy the needs of the market.

The Yaskawa Group has Yaskawa Group Code of Conduct which stipulates that its directors and employees understand and comply with employment contracts and applicable labor laws and regulations and international standards including human rights; that they do not use forced labor or child labor and also work to ensure that its contracted business partners are not in violation of human rights.

The Yaskawa Group has Yaskawa Group Code of Conduct for Business Partners for its contracted business partners which includes its suppliers, agents, and retailers which seeks their cooperation to respect human rights and to ensure that forced labor and child labor are forbidden, the safety and soundness of the workplace are secured, and that contracted business partners are not in violation of human rights.

3. Initiatives by the Yaskawa Group

YASKAWA Electric Corporation distributes its Yaskawa Group Code of Conduct for Business Partners among its partners and seeks the submission of a written document of compliance from its major business partners in Japan.

For employees of the Yaskawa Group it has a contact point for reports and consultations at each company as well as a dedicated contact point at the head office of YASKAWA Electric Corporation to ensure that an environment is in place that enables employees to report and consult. It also has a dedicated contact point for employees at business partners within Japan and disseminates this information on its website for its business partners.

In FY2017, the Yaskawa Group had expanded the scope of the Compliance Helpline to all over the world, so that every employee working at the Yaskawa Group can make a report to the contact points at global and/or regional HQ even at overseas subsidiaries.

4. Employee Training

The Yaskawa Group provides the earlier-mentioned Yaskawa Group Code of Conduct in multiple languages and delivers booklets and uploads on the Intranet at all companies and regions. The Yaskawa Group Code of Conduct is also used in the various trainings held for the different levels as well as internal training such as training held prior to overseas assignments and training in the workplace to ensure that it is well penetrated within the Yaskawa Group.

In FY2017, the Yaskawa Group conducted trainings about Yaskawa Group Code of Conduct for employees at Asian subsidiaries.

5. Looking Toward the Future

The Yaskawa Group aims to contribute to the well-being of humankind through its business activities conducted throughout the world. It is aware of the importance of dealing with the challenges pertaining to human rights and will continue to prevent the incidence of violations of human rights in the future and will also take initiative to become aware of and mitigate risks including slavery and human trafficking.

This statement was approved at a board of directors' meeting held at YASKAWA Electric Corporation on 12th July, 2018.

August, 2018



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YASKAWA Electric Corporation