

Yaskawa Group Sustainable Procurement Guidelines

YASKAWA INDIA PRIVATE LIMITED
Established in February 2024

Introduction

Yaskawa started its business in India from 1980 and managed businesses with a constant commitment to integrity, with the mission of "leveraging the pursuit of its business to contribute to the advancement of society and the well-being of humankind" as adopted by our parent organization Yaskawa Electric Corporation, Japan for itself and its worldwide subsidiaries including us (collectively referred as Yaskawa Group). Today, Yaskawa Group is expanding significantly its business domains and countries/regions where it operates.

On the other hand, the societal need for CSR (Corporate Social Responsibility) initiatives, in which corporations fulfill their social responsibilities through their corporate activities, is becoming increasingly strong. For example, international documents such as Sustainable Development Goals (SDGs), the Guiding Principles for Business and Human Rights, and the Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD) have been issued and revised.

Yaskawa Group has adopted a procurement policy and has been promoting sustainability-related initiatives with our suppliers. In order to meet the expectations of society, we establish these guidelines. We ask all of you for your cooperation in promoting activities in accordance with these Guidelines.

1. Our policy

Yaskawa Group Principle of Management

At Yaskawa our mission is to leverage the pursuit of our business to contribute to the advancement of society and the well-being of humankind.

We will realize our mission by executing these core tenets:

1. Develop and enhance world-class technologies, with an emphasis on our foundation of quality.
2. Boost management and operation efficiency and achieve the returns necessary for the successful growth of the company.
3. Satisfy the needs of the market and dedicate ourselves to serving our customers as a customer centric organization.

Sustainability Policy

We will strive to realize a sustainable society and increase corporate value through the implementation of the Yaskawa Group Principle of Management which is to leverage the pursuit of our business to contribute to the advancement of society and the well-being of humankind.

1. We will contribute to the value creation for customers and society through creating innovation by cutting-edge mechatronics technologies.
2. We will realize fair and transparent corporate management through communication and collaboration with stakeholders around the world.
3. We will work to resolve social issues globally with the aim of achieving SDGs as a universal goal.

Procurement Policy

As stipulated in Yaskawa Group Code of Conduct as follows, Yaskawa Group pursues optimal procurement through assessing its suppliers and implementing proper payment procedures. Yaskawa Group also strongly requests its suppliers to adhere to its compliance policies.

1. When selecting suppliers, we make a comprehensive assessment and rational decision based not only on quality, price and delivery times but also on the state of their system for operations, such as technical and operations capability, business soundness, legal compliance, environmental conservation, health and safety, and other criteria.
2. In procurement transactions, we secure documents or data that show the agreement between each supplier for the unit price of the order and evidence that the products or services have been received. We also carry out thorough recording of expenses, amounts of cost and times that are consistent

with the facts by following appropriate procedure.

3. We pay close attention in procurement transactions to whether there is any violation of the laws and regulations, risk for conflict of interest, or risk of involvement with organized crime group through money laundering, etc. We have no relationship whatsoever with organized crime group and take a firm stance against its demands.
4. We examine the facts about suppliers and their eligibility as a trading partner before a transaction starts and reexamine them regularly after the transaction starts. We also strive to understand as much as possible about the subcontractors of suppliers.

2. Requests to Our Business Partners

Promoting responsible corporate behavior in the supply chain is essential to advancing sustainable management for Yaskawa Group. In these guidelines, each of the items in the "Supplier Code of Conduct" shown in Section I and the "Establishing a Management System" shown in Section II are issues to be addressed, including the supply chain.

We ask our business partners to fully understand and observe these matters. At the same time, we would like to ask not only your company, but also the suppliers related to your company to manage, supervise, and disseminate them thoroughly so that you can observe them.

Section I Supplier Code of Conduct

1. Respecting the Laws and Internationally Recognized Standards

Suppliers must respect internationally recognized standards in addition to complying with the laws and regulations of their home country as well as countries and regions where they conduct business.

2. Human Rights and Labor

Suppliers must respect the rights of workers in line with international human rights standards including the International Labour Organization (ILO) core labor standards in addition to complying with relevant laws and regulations.

(1) Prohibiting Forced Labor

Suppliers must not use labor obtained by forced, bonded, exploitative prison labor, slavery, or human trafficking. Suppliers also must not force to work, and must keep the right of workers to terminate employment.

(2) Prohibiting child labor and respecting the rights of young workers

Suppliers must not allow children who are under the minimum age for employment.

Furthermore, Suppliers must also not allow young workers under the age of 18 to perform hazardous work that is likely to jeopardize their health or safety, including night work or overtime.

(3) Decent Working Hours

Suppliers must not allow workers to work exceeding the maximum working hours set by local laws and regulations, and appropriately manage working hours and days off in consideration of internationally recognized standards.

(4) Adequate Wages and Allowances

Suppliers must comply with all applicable laws and regulations regarding payments of work (including minimum wage, overtime payments, and allowances and deductions required by law). Furthermore, it is expected that Suppliers pay wages at a level that allows workers to support their basic needs (a living wage).

(5) Prohibiting Inhumane Treatment

Suppliers must respect the human rights of workers and must not treat workers in a manner that is or may be construed inhumane, including physical and psychological abuse, coercion, or harassment. Suppliers must also provide workers with individually secured accommodations for storing their personal and valuable items, and a reasonable personal space along with reasonable entry and exit privilege.

(6) Prohibiting Discrimination

Suppliers must not engage in discrimination or harassment. Suppliers must also consider requests from workers regarding religious practices where appropriate.

(7) Freedom of Association and Right to Collective Bargaining

In conformance with local laws and regulations, Suppliers shall respect the right to collective bargaining of workers and openly communicate with workers for improving working environments and wage conditions.

(8) Prevention of Sexual Harassment

Suppliers must adhere strictly to the provisions outlined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. Suppliers must develop and implement a policy outlining mechanism to ensure compliance with the law including fair and proper redressal of complaints. Suppliers must take necessary steps to prevent sexual harassment at workplace and create a safe and respectful work environment.

3. Health and Safety

In addition to complying with relevant laws and regulations, Suppliers must take consideration of standards such as ILO health and safety guidelines to minimize injury and illness in the workplace and maintain a safe and healthy working conditions.

(1) Occupational Safety

Suppliers must identify and assess risks regarding occupational safety and maintain safety through proper design, engineering and administrative controls. Taking reasonable steps must also be taken to protect pregnant women and nursing mothers.

(2) Emergency Preparedness

Suppliers must identify the possibility of emergency situations by such as natural disasters or accidents that may adversely affect human life or safety, establish procedures in case of emergency to minimize harm to workers and property, install the required equipment, and conduct training and drills so that the required responses can be taken in case of emergency.

(3) Occupational Injury and Illness

Suppliers must identify, assess, record, and report the status of occupational injury and illness, and implement appropriate countermeasures and corrective actions.

(4) Industrial Hygiene

Suppliers must identify, assess, and appropriately control the risk of workers being exposed to hazardous biological, chemical, or physical agents in the workplace.

(5) Physically Demanding Work

Suppliers must identify and assess worker exposure to the hazards of physically demanding tasks and appropriately control such work so that it does not lead to occupational injury and illness.

(6) Machine Safeguarding

Suppliers must evaluate the machinery used by workers for safety hazards and provide appropriate safeguarding.

(7) Health and Safety at Facilities

Suppliers must appropriately maintain the health and safety of facilities and accommodations provided to workers (such as dormitories, cafeterias, and toilets). Dormitories also require appropriate emergency egress to be provided.

(8) Health and Safety Communication

Suppliers must provide training on appropriate health and safety information regarding various workplace hazards that workers are exposed to in the workplace in languages and methods that the workers can understand. A system that enables workers to provide feedback on safety is also required.

(9) Worker Health Management

Suppliers must conduct appropriate health management for all employees.

4. Environment

Suppliers must actively address environmental problems such as resource depletion, climate change, and pollution, as well as address regional environmental problems considering the health and safety of its relevant local community.

(1) Environmental Permits and Reports

Suppliers must obtain the permits and approvals required for conducting business as well as register and report according to local laws and regulations.

(2) Reducing Energy Consumption and Greenhouse Gas Emissions

Suppliers must address energy efficiency and make continuous efforts to reduce greenhouse gas emissions and energy consumption.

(3) Air Emissions

Suppliers must comply with relevant laws and regulations and implement appropriate measures for reducing the emission of hazardous substances to the atmosphere.

(4) Water Management

Suppliers must comply with laws and regulations, monitor the source, usage, and discharge of water used, and save water. All wastewaters must be tested as required, and monitored, controlled, and processed before discharge or disposal. Sources of pollution that may cause water pollution must also be identified and appropriately managed.

(5) Effective Utilization of Resources and Waste Management

Suppliers must comply with laws and regulations and implement appropriate management in order to promote the 3Rs (reduce, reuse, and recycle), ensure the effective utilization of

resources, and minimize waste.

(6) **Chemical Substance Management**

Suppliers must comply with laws and regulations to identify, label, and manage chemical and other substances posing hazard to humans or the environment, and conduct management to ensure safe handling, transport, storage, use, recycling, reuse, or disposal of such substances.

(7) **Managing the Chemical Substances Contained in Products**

Suppliers must comply with all laws, regulations, and customer requests applicable to the prohibition and restriction of specific substances contained in products.

5. Fair Trading and Ethics

Suppliers must conduct business activities based on high ethical standards in addition to compliance with the law.

(1) **Preventing Corruption**

Suppliers must not be involved in bribery, corruption, blackmail, or embezzlement in any form.

(2) **Prohibiting Inappropriate Provision and Improper Benefit**

Suppliers must not provide or accept any promises, propositions, or approvals as a means of obtaining bribes or any other illicit or inappropriate benefit.

(3) **Fair Information Disclosure**

Suppliers must disclose information regarding labor, health and safety, environmental activities, business activities, organizational structure, financial situation, and performance according to applicable laws and regulations and industry practices. Falsification of records or the disclosure of false information is not allowed.

(4) **Respecting Intellectual Property**

Suppliers must respect intellectual property rights and the transfer of technology and expertise must be performed in a manner where intellectual property is protected. Companies must also protect the intellectual property of third parties such as customers and suppliers.

(5) **Conducting Fair Business**

Suppliers must engage in fair business, competition, and advertising.

(6) **Protecting Whistleblowers**

Suppliers must protect the confidentiality of information regarding whistleblowing and the anonymity of whistleblowers, and avoid retaliations towards whistleblowers.

(7) **Responsible Minerals Procurement**

Suppliers must exercise due diligence to ensure that the minerals such as tantalum, tin, tungsten, and gold contained in its products manufactured do not cause or contribute to serious human rights abuses, environmental destruction, corruption, or disputes in Conflict-Affected and High-Risk Areas.

(8) Conflict of Interest

Suppliers must not establish any financial or other relationships with employees of Yaskawa which may lead to conflict of interest for Suppliers with Yaskawa. Suppliers must bring to the notice of Yaskawa of such relationships and avail approval from Yaskawa.

(9) Gifts and Donations

Suppliers must not offer either directly or indirectly, any gift, entertainment, trip, discounts, services or other benefit tangible or intangible to any employees of Yaskawa that could influence or reasonably influences the decision of employees of Yaskawa to gain or have undue favour.

6. Quality and Safety

Suppliers must ensure the safety and quality and provide correct and accurate information on provided products and services.

(1) Ensuring Product Safety

Suppliers must fulfill their responsibility as a supplier by ensuring that products meet safety standards stipulated by national laws and conduct design, manufacturing, and sales to ensure adequate product safety.

(2) Quality Management

Suppliers must comply with their own quality standards and customer requirements in addition to all laws and regulations applicable to the quality of products and services.

(3) Providing Accurate Information on Products and Services

Suppliers must provide correct and accurate information on products and services that will not cause misunderstandings.

7. Information Security

Suppliers must prevent leaks of confidential information and personal information, and enhance information security.

(1) Defense from Cyber Attacks

Suppliers must implement protective measures against threats such as cyber attacks and conduct management to prevent damage to the company and others.

(2) Protecting Personal Information

Suppliers must comply with relevant laws and regulations and appropriately manage and protect all personal information of suppliers, customers, consumers, and employees.

(3) Preventing Leak of Confidential Information

Suppliers must appropriately manage and protect the confidential information not only of their own but also received including from customers and third parties.

8. Business Continuity Planning

Suppliers must make preparations to ensure that they can quickly resume business activities in order to fulfill their responsibility of supply in the event that the company or a business partner becomes a victim of such as a large-scale natural disaster.

(1) Developing and Preparing a Business Continuity Plan

Suppliers must identify and assess risks to business continuity, examine their impact on the business, and establish preparatory measures required in the medium to long term and a business continuity plan (BCP) that indicates the status of those initiatives.

9. Raising Concerns

Yaskawa encourages and expects Suppliers and other stakeholders to raise concerns or make disclosures when they become aware of any actual or potential violation of the Code, Policies or Law. We also encourage and expect reporting of any concern or incident of misconduct that is not reflective of our values and principles.

Suppliers may use the either of below channels for reporting concerns, if any as abovesaid



Ombudsman@yaskawa.in



www.yaskawa.ethicspoint.com

Section II Establishing a Management System

A. Establishing a Management System

Suppliers must establish a management system in order to comply with the code of conduct in Section I.

B. Supplier Management

Suppliers must establish a process for communicating the requirements of the code of conduct in Section 1 to its suppliers and monitoring supplier compliance.

C. Proper Import/Export Control

Suppliers must maintain a clear management system and conduct appropriate procedures for the import and export of technologies and goods regulated by law.

D. Establishing a Grievance Mechanism

Suppliers must establish a grievance mechanism that can be used by stakeholders including workers and suppliers in order to prevent illicit behavior in their inside as well as throughout the supply chain.

E. Disclosing the Activities

Suppliers must disclose information regarding their actions according to these guidelines and relevant laws and regulations.