

## **Fuji Electric Group Statement on Modern Slavery and Human Trafficking (Fiscal Year Ended March 2024)**

Under Article 54 of the UK Modern Slavery Act 2015, Fuji Electric Group discloses its efforts in Fuji Electric Group and its supply chains in fiscal 2023 (from April 1, 2023 to March 31, 2024) to prevent human rights violations, such as modern slavery and human trafficking, as follows.

### **1. Overview of Company/Business/Supply Chain**

Fuji Electric Group is comprised of 68 consolidated subsidiaries and approximately 27,000 employees, and its business fields are divided into 5 segments, "Energy", "Industry", "Semiconductors", "Food and Beverage Distribution", and "Others" and it engages in a wide range of business activities including product development, production, sales and services, and its sales in fiscal 2023 were 1,103.2 billion yen.

The raw materials, parts, devices, processed goods, etc., of products manufactured by Fuji Electric Group are purchased from approximately 6,200 trading partners in Japan and overseas, and the breakdown (based on the number of companies) is: Japan 75%, China 15%, Asia 8% and others 2%.

### **2. Policies on Prevention of Modern Slavery/Human Trafficking**

#### **■Corporate Philosophy**

Fuji Electric Group's management philosophy is "to pledge as responsible corporate citizens in a global society to strengthen our trust with communities, customers and partners and fulfill its mission with integrity", and the missions are "to contribute to prosperity", "to encourage creativity", "to seek harmony with the environment" through any business activity, and thereby to contribute to the realization of a sustainable society.

#### **■Fuji Electric Code of Conduct**

Fuji Electric Group has established the "Fuji Electric Code of Conduct" and set out the basis of decision-making and behavior for Fuji Electric and its employees to enable Fuji Electric and every single employee to understand and comply with relevant laws and regulations/international rules and their spirit both in Japan and overseas, and to act with high ethical standards in order to put the "Corporate Philosophy" into practice and fulfill their social responsibilities.

The first item that the Fuji Electric Code of Conduct sets is to "respect and value all people", which clearly states that human rights will be respected in relationships with all people involved in corporate activities, and clarifies the policy for promoting the establishment of a sustainable corporate structure which is "never involved in or complicit in human rights violations" in light of international norms regarding human rights, such as the "Universal Declaration of Human Rights", and the UN "Guiding Principles on Business and Human Rights". Setting out to "respect and value our business partners",

the Code also clarifies the policy for promoting the procurement activity to establish supply chains which support impartial/fair trade and sustainable society with the business partners.

■ Policy regarding the employees of Fuji Electric Group

Based on the “Fuji Electric Code of Conduct”, Fuji Electric Group has established the “Policy for Human Rights of the Employees” targeting at every person working in the Fuji Electric Group for the purpose of respecting their fundamental human rights. In developing the policy, we referred to the international standards and guidelines regarding human rights and specified human rights items including prohibition of forced labor/prohibition of child labor.

To disseminate the Policy for Human Rights of the Employees, we have also established common “Guidelines for Respecting the Human Rights of Employees” for Fuji Electric Group and made them known to consolidated subsidiaries in Japan and overseas. Based on the international standards such as the RBA Code of Conduct, the “Guidelines for Respecting the Human Rights of Employees” have been developed to specify matters to be addressed regarding each item of the “Policy for Human Rights of the Employees”.

■ Policy regarding supply chains

Based on the “Fuji Electric Code of Conduct”, Fuji Electronic Group clarifies in its purchasing policy that it seeks business partners from around the world who have excellent competitiveness, and are considerate of corporate social responsibility, with adherence to its behavioral guideline of “fair trade”. And our policy is to build a better partnership, deepen mutual understanding, and strive to maintain and improve cooperative relationships with every trading partner through impartial/fair trade with free competition that does not discriminate between domestic and international ones.

In addition, to specifically realize this policy, we have set out the “Fuji Electric Group CSR Procurement Guideline” in compliance with the RBA Code of Conduct and requests for understanding and practice of this guideline including efforts to respect human rights, such as prohibition of forced labor/prohibition of child labor, targeting at every business partner and its supply chains.

■ Support for the 10 Principles of the UN Global Compact

As a signatory company to the UN Global Compact (UNGC), Fuji Electric Group supports UNGC’s 10 principles regarding human rights/labor/environment/anti-corruption and reflects their elements in the “Fuji Electric Code of Conduct”.

### **3. System for Respecting Human Rights**

Fuji Electric Group has established the SDGs Promotion Committee consisting of executive officers in business, sales, and corporate divisions to discuss, promote, manage and evaluate policies/measures regarding issues related to the environment, human rights/human resources empowerment and sustainable supply chains. The matters discussed in the SDGs Promotion Committee are regularly reported in meetings of the Executive Committee comprising of all executive officers and the Board of Directors.

Regarding the human rights of the employees of Fuji Electric Group, we have established in the SDGs Promotion Committee the “Human Rights Promotion and Human Resources Empowerment Subcommittee” headed by the executive officer in charge of human resources to discuss and evaluate policies/measures for “incorporating respect for human rights into management measures”, “empowering diverse human resources” and “raising job satisfaction”. Furthermore, we have organized “human rights promotion committees” in its business sites and consolidated subsidiaries in Japan and overseas, establishing a system to promote thorough compliance with human rights.

Regarding respect for human rights in supply chains, the corporate procurement division works together with the relevant divisions such as the sustainability promotion division to plan/promote measures regarding issues related to sustainable supply chains including human rights issues.

#### **4. Identification and Monitoring of Human Rights Risks**

In light of the UN “Guiding Principles on Business and Human Rights”, Fuji Electric Group promotes human rights due diligence based on the Policy for Human Rights of the Employees to respect the human rights of every stakeholder engaged in our corporate activities.

In fiscal 2022, we revised the “Guidelines for Respecting the Human Rights of Employees” and “Human Rights and Labor Assessment Sheet” to improve their effectiveness in compliance with the latest international standards, carried out an analysis of human rights risks using the assessment sheet in 84 sites of all business sites/consolidated subsidiaries in Japan and overseas (42 sites in Japan and 42 sites overseas), and completed improvements to the unachieved items.

Regarding supply chains, we carry out annual CSR self-assessment for major business partners accounting for the top 80% of transaction value. In fiscal 2023, we conducted a risk survey on 783 companies (667 companies in Japan and 116 companies overseas) regarding human rights/labor, health and safety, environment, fair trade, quality/safety, information security, business continuity plans, etc., and for 16 companies that seemed to need improvement, we had them to deepen their understanding of CSR through interviews and confirmed improvement in the situation. In this survey, we found no concerns regarding forced labor and child labor. From October 2022, we require new business partners to carry out CSR self-assessment and confirmed the situation of their efforts on human rights including prohibition of forced labor/prohibition of child labor.

#### **5. Establishment of Human Rights Consultation Desks and Whistle-Blowing System**

Fuji Electric Group has established human rights consultation desks for employees in major business sites of its companies and promoted awareness of these desks. In addition, we have also introduced the “Business Ethics Whistle-Blowing System” to prevent and quickly detect violations of laws and Company rules, including rules related to human rights. Employees can report by telephone or e-mail to compliance divisions or to an outside attorney should they detect a violation.

In addition, we have set up the “Partner Hotline” to receive reports from external stakeholders and have been working to ensure that the hotline is well known by posting on our website, holding briefing sessions for our business partners, etc.

In both whistle-blowing systems, we thoroughly protect whistleblowers by keeping their information confidential and prohibiting disadvantageous treatment and retaliation/discrimination because of their reporting, and then conduct fact-finding, corrective measures, prevention of recurrence, disposition and other solutions and provide them with feedback regarding the details of the response. There were 43 whistle-blowing cases in Japan and overseas in fiscal 2023 and 7 of them were in violation (2 harassment cases, 3 labor cases, 1 accounting case and 1 other case; we have taken corrective/recurrence prevention measures for all of these cases), but there was no violation in relation to forced labor and child labor.

## **6. Education/Training**

Fuji Electric Group has translated the “Fuji Electric Code of Conduct” and “Policy for Human Rights of the Employees” into languages that can be understood locally, distributed the translated versions to every site of the consolidated subsidiaries in Japan and overseas, and asked all employees to understand and thoroughly comply with them. When an employee joins the company, is promoted or assumes the office of director of a subsidiary, training is conducted to deepen understanding of corporate responsibility to respect human rights, including prohibition of forced labor/prohibition of child labor.

In fiscal 2023, we carried out e-learning for employees on the theme of “Business and Human Rights,” to deepen their understanding of internationally agreed ideas on human rights and the relationship between corporate activities and human rights.

In Fuji Electric’s business sites/consolidated subsidiaries in Japan and overseas, unique education is conducted, including human rights training for employees in charge of human rights/recruitment and education on respecting human rights in the workplace for managers.

In the procurement division, in education programs regarding procurement operations for newly assigned employees and briefing sessions on measures based on the “Fuji Electric Group CSR Procurement Guideline” at meetings comprised of corporate and business site procurement managers, we are promoting understanding/dissemination of the importance of efforts to respect human rights, including prohibition of forced labor/prohibition of child labor in supply chains.

## **7. Efforts in the Future**

Regarding human rights of the employees of Fuji Electric Group, fiscal 2024 is the year in which the Human Rights and Labor Assessment will be implemented, and we will inspect and improve the status of efforts at consolidated subsidiaries in Japan and overseas. Although improvements have been completed for the unachieved items in the past fiscal year, we will review the status of subsequent years and proceed with this as a continuous effort.

Regarding supply chains, we are planning to further efforts to conduct CSR audits targeting our business partners for the purpose of strengthening the workability of CSR procurement and continuing its effectiveness. Through these activities, we will promote further understanding of Fuji Electric Group’s CSR procurement and aim to improve the quality of our efforts.

## 8. Management Review

In Fuji Electric Group, the policies/systems regarding respect for human rights including prohibition of forced labor/prohibition of child labor and the situation/results of efforts are reported to the Executive Committee and the Board of Directors once a year.

September 30, 2024

Handwritten signature in Japanese characters: 角島 猛 (Kadoshima Takeshi).

Takeshi Kadoshima

Fuji Electric Co., Ltd.

Managing Executive Officer