



OMRON Group Modern Slavery Act Statement for FY2022

This OMRON Group Modern Slavery Act Statement for FY2022 (“**Statement**”) is made pursuant to Section 54 of the UK’s Modern Slavery Act 2015 (“**Act**”).

The OMRON Group (as defined in this Statement) strives to ensure that no infringement of human rights takes place in any part of our business and supply chains, and that we do not have a hand in any other party’s infringement of human rights. While doing so, we recognize that slavery and human trafficking are major global issues. We are also aware that slavery could occur in business in the form of forced labor or child labor. The following describes the measures we are taking to prevent slavery and human trafficking from occurring in any part of our business and supply chains.

1. About OMRON

OMRON Corporation and its 162 consolidated subsidiaries (jointly, the “**OMRON Group**”) employ some 28,000 employees worldwide, all who work to provide products and services globally. We are engaged in automation-related businesses, drawing on their core technology of sensing and control. Our business fields cover a broad spectrum, ranging from industrial automation and electronic components to social infrastructure systems including automated ticket gates, solar power conditions, and healthcare.

This Statement regards the OMRON Group, including the following companies that – directly or indirectly – market and supply products in the United Kingdom and that meet the requirements of the Act: OMRON CORPORATION, OMRON EUROPE B.V., OMRON ELECTRONICS LTD., OMRON ELECTRONIC COMPONENTS EUROPE B.V., OMRON HEALTHCARE Co., Ltd., and OMRON HEALTHCARE EUROPE B.V. Further details regarding the OMRON Group and our business are available on the OMRON Global website:

<https://www.omron.com/global/en/about/corporate/outline/>

2. Our Policies in Relation to the Prevention of Slavery and Human Trafficking

A. The OMRON Principles

The mission of the OMRON Group is “To improve lives and contribute to a better society” as stated in the OMRON Principles. Our values of the OMRON Group to live up to are; “Innovation Driven by Social Needs,” “Challenging Ourselves,” and “Respect for All.” The value “Respect for All” represents our pride in acting with integrity and our ongoing belief in human potential. The value of “Respect for All” also refers to respecting diversity, personality, and individuality, while additionally comprising the underlying values for all our activities, as we pursue fulfillment at work and a rewarding life at home and in society. The OMRON Principles are accessible via the following link:

<https://www.omron.com/global/en/about/corporate/vision/philosophy/>

B. OMRON Human Rights Policy

As of March 1, 2022, the OMRON Group has established the OMRON Human Rights Policy (“Policy”), after a resolution was reached at an OMRON Corporation Board of Directors meeting. The Policy forms the basis for the human rights initiatives of the OMRON Group. It states that OMRON will conduct due diligence based on the UN Guiding Principles on Business and Human Rights (UNGPs) and does not tolerate forced labor, child labor, and any other practice, including slavery and human trafficking, that could cause or encourage negative impacts on human rights. The Policy is accessible via the following link:

<https://www.omron.com/global/en/about/corporate/vision/philosophy/>

C. OMRON Group Sustainable Conduct Policies and Rules for Ethical Conduct

We have established the “OMRON Group Sustainable Conduct Policies” and “Rules for Ethical Conduct” to stipulate our basic policies for management practices. These also include action guidelines that OMRON Group directors, officers, and employees are required to follow. The “OMRON Group Sustainable Conduct Policies” and “Rules for Ethical Conduct” clearly indicate that the OMRON Group is conscious of the fact that all human beings are born to be free and equal, and that we must respect the basic human rights of all individuals. Also specified is the prohibition of discrimination on any basis and violation of human rights in any other form. Moreover, the “OMRON Group Sustainable Conduct Policies” and “Rules for Ethical Conduct” prohibit any form of forced, compulsory, or child labor, including slavery and human trafficking.

The “OMRON Group Sustainable Conduct Policies” and “Rules for Ethical Conduct” are accessible via the following link:

https://www.omron.com/global/en/assets/img/sustainability/pdf_inquiry/omron_group_sustainable_conduct_policies_rules_for_ethical_conduct_fy21.pdf

D. OMRON Group Purchasing Policies/Sustainable Procurement Guidelines

For our supply chains, we have also established the “OMRON Group Purchasing Policies” which set forth our commitment to fulfilling our corporate social responsibility by globally promoting comprehensive sustainable procurements. These cover compliance with laws and regulations as well as focusing on environmental preservation. For the implementation of these “OMRON Group Purchasing Policies”, we have also established the “OMRON Group Sustainable Procurement Guidelines” which clearly specify that slavery and human trafficking are prohibited and should not take place in any part of our supply chain. We request that all of our suppliers understand and acknowledge these “OMRON Group Sustainable Procurement Guidelines” and follow them. The “OMRON Group Sustainable Procurement Guidelines” were established by referring to the Responsible Business Alliance (“RBA”) Code of Conduct. The “OMRON Group Purchasing Policies” and the “OMRON Group Sustainable Procurement Guidelines” respectively are accessible via the following links:

<https://www.omron.com/global/en/about/corporate/purchase/>

<https://www.omron.com/global/en/assets/file/about/purchase/gideline.pdf>

3. Our Efforts to Prevent Slavery and Human Trafficking

A. Due diligence

(i) Human rights impact assessments

As a part of our human rights due diligence process, OMRON conducts company-wide human rights impact assessments and does a systematic periodic review of the risk mapping of potential issues. In fiscal year 2022, we carried out an in-house analysis to determine which parts of our value chains are most subject to human rights risks, such as incidences of slavery and human trafficking. To do this, we referred to the reporting of an international human rights NGO, as well as advice from an external consulting firm. Specific steps included identifying, mapping, and prioritizing issues that could affect rights holders in OMRON's value chain, identifying 19 issues, and from these, identifying seven high-priority issues to be

addressed. As a result, we learned that there is a potential risk of forced labor including slavery taking place at OMRON Group factories and supply chains in Japan, China, and Southeast Asia. In particular, we determined that potential risks are especially high with temporary workers, contract workers, and foreign workers who are engaged in production. In order to detect and correct human rights violations for high-risk regions and workers, we will reinforce assessments through our medium-term management plan covering years up to fiscal year 2024 (as part of the 1st stage of our Shaping the Future long-term vision plan). Further details regarding OMRON's human rights initiatives are accessible via the following links: <https://sustainability.omron.com/en/social/human-rights/>

(ii) Risk assessment and measures taken

As we did in the previous fiscal year, for fiscal year 2022 we also conducted risk assessments that meet RBA standards at OMRON group production sites as well as in our supply chain and took measures, responding to risk assessment results. The details are as follows.

OMRON Group internal initiatives:

Internally, we conducted surveys to assess human rights risks at major 24 production sites, mainly those in Japan, China, Asia Pacific, Europe, and North America, using the Self-Assessment Questionnaire (SAQ) from the RBA. Of these sites, the Chinese factory (in Dalian) and the Vietnamese factory underwent a third-party audit with the RBA Validated Assessment Program (RBA-VAP). Corrective measures were taken for matters of labor management and health & safety indicated in the audit. In particular, the Dairen factory was recognized for proper management in all audit items at the closure audit and received PLATINUM status, the highest in the RBA certification program. As one of our key challenges, we are currently working on the protection of human rights for the employees of contractors who provide services (such as production, development, in-house logistics, security guards, meal service, cleaning, etc.) and temporary employment agencies at our production sites. To address this challenge, we have enhanced our human rights training program and whistleblower system in Japan, China, Asia Pacific, Europe, and the Americas. We had also proceeded the monitoring of contractors with regard to human rights and labor practices.

We have also increased compliance with regard to human rights and labor practices when it comes to contractors that provide services to the OMRON Group. Specifically, when their employees start working at our sites, we make them aware of our human rights policy and human rights related initiatives. We also communicate to them the fact that they have access to certain remedies which include human rights consultations and compliance hotline programs. We also provide human rights training for on-site managers of our contractors, asking them to inform their worksites of our human rights policy and initiatives. In addition, we require contractors to comply with the OMRON Group Supplier Code of Conduct, to provide information regarding their employees who are in service at our production sites, and to keep all sub-contractors fully informed regarding our human rights policy and initiatives. All contractors are required to confirm their agreement in written form.

Initiatives in the supply chain:

As for our supply chains, as mentioned in this Statement, we are working together with our suppliers to prevent the occurrence of human rights-related issues. To avoid the risk of infringing upon human rights, we implement a periodic review of our suppliers. Specifically, we conduct a survey by distributing self-assessment sheets. With these, suppliers can confirm their compliance with the “OMRON Group Sustainable Procurement Guidelines”, including observance of human rights and fair labor practices. Based on the results of the survey, we request that suppliers make improvements as necessary. We conduct assessments for major suppliers every year and once every three years for other suppliers. In fiscal year 2022, we conducted RBA SAQ assessments for 69 major suppliers that we have certified as partners and other 356 suppliers using a self-assessment questionnaire on human rights and labor practices. Based on the results of a risk analysis conducted in fiscal year 2022, we have designated suppliers with production bases in China and Malaysia in particular as targets of our initiatives through fiscal year 2024. As a specific initiative implemented in fiscal 2022, we requested more detailed self-assessments and submission of evidence concerning human rights from 18 suppliers selected by industry in China and obtained responses from all companies. The outcomes showed that one company was not giving prior notice of changes to employment conditions. We indicated this to the company, which implements improvements based on the corrective action plan.

(iii) Effectiveness of our actions

As mentioned above, OMRON conducts assessments using a self-assessment questionnaire that meets RBA standards and also third-party audits for OMRON Group production sites and suppliers every year. We verify the effectiveness of our actions to prevent human rights infringement by monitoring the number of conducted assessments and audits and resulting scores. Our initiatives to address sustainability issues, including slavery, human trafficking, and other human rights-related issues, are reported annually to the Executive Council and the Board of Directors.

(iv) Training

With the aim of promoting fairness, integrity, and honesty in business practices, OMRON specified October of each year as “Corporate Ethics Month”. During this month, messages from top executives regarding business ethics are delivered to employees and executives of OMRON Corporation and its subsidiaries throughout the world. These messages are delivered in 11 different languages. Other activities include workplace training. Human rights training in fiscal year 2022 was conducted via e-learning under the theme Respect for Human Rights in the Value Chain. In addition to addressing human rights issues that need attention as OMRON conducts its business globally, the presentation also explained the newly formulated OMRON Human Rights Policy.

As for procurement operations, the OMRON Group Management Policy stipulates, “OMRON Group companies shall fulfill their corporate social responsibility by promoting comprehensive sustainable procurement practices on a global scale, including consideration of the environment, while complying with laws and regulations.” This also includes protection of human rights, and prevention of forced and compulsory labor. To set forth the procedures for implementing this policy, we have established the “OMRON Group Rules for Procurement”. Currently, we are working to instill these rules across the OMRON Group by sharing information at meetings involving the purchasing officers of all OMRON Group companies and by giving briefings to each factory’s purchasing department.

To promote understanding of sustainable procurement amongst our suppliers, we have created training materials and promoted e-learning courses. In fiscal year 2022, 61 people from 18 Chinese suppliers, selected by industry sector out of the Chinese suppliers subject to the self-assessment, participated in the training.

B. Remediation

For OMRON Group employees (including temporary and contingent workers), a whistleblower system is available at each OMRON Group company (or each region). This system enables anyone within the company to easily report violations of laws, regulations, or internal rules and non-ethical conduct, or seek advice on a matter of concern. This can also be done anonymously if desired and allowed under local law. For our supply chains in Japan, the Compliance Hotline is in place for suppliers to facilitate reporting suspected acts of impropriety or to seek advice. For overseas suppliers as well, a reporting system on such issues will be established in all regions in the fiscal year 2023, and is subject to continuing operational improvements. Reported matters are subject to confidential investigation and whistleblowers are strictly protected from any detrimental treatment. Moreover, reported issues are subject to a fair and neutral fact investigation and treated appropriately. The operational status of the whistleblower system is published on the OMRON website.

In fiscal year 2022, the OMRON Group joined the Japan Center for Engagement and Remedy on Business and Human Rights (JaCER) as a regular member. JaCER provides a non-judicial "Engagement and Remedy Platform" for redress of grievances based on the UNGPs. At the OMRON Group, in addition to the above-mentioned whistleblower system, initiatives are in progress to redress and remedy human rights violations against external stakeholders, including local communities, customers, and tier 2 and subsequent suppliers, using this platform. The "Whistleblower System" and the "JaCER" respectively are accessible via the following links:

<https://sustainability.omron.com/en/compliance/>

<https://sustainability.omron.com/en/social/human-rights/#p5>

4. Looking Forward

We at the OMRON Group identified respect for human rights as a material sustainability issue in our 2030 Long-Term Vision. We set long-term targets through 2030 and a medium-term management plan (SF 1st Stage) for 2024. During SF 1st Stage, we will ensure that global employees are familiar with and understand the OMRON Human Rights Policy. We will strive to establish a global human rights governance system by completing medium-term targets, that are implementing human rights due diligence in line with the UNGPs and establish a

human rights remedy mechanism. In fiscal year 2023, we will reinforce assessments for production sites and suppliers in China and Malaysia, which were designated high-risk countries through risk analysis based on results of human rights impact assessments conducted in fiscal year 2022, along with Japanese production sites where foreign technical interns are in service.

Material Sustainability Issues are accessible via the following links:

https://sustainability.omron.com/en/omron_csr/sustainability_management/

This Statement was approved and signed by a director delegated by the OMRON Corporation Board of Directors. In accordance with Paragraph 7 of section 54 of the Act, the OMRON Group will publish this Statement at least on its global website, www.omron.com, and include a link to the Statement in a prominent place on that website's homepage.

September 2023

A handwritten signature in blue ink that reads "Masahiko Tomita". The signature is written in a cursive, slightly slanted style.

Masahiko Tomita
Director, Senior Managing Executive Officer, CHRO
OMRON Corporation