

Code of Conduct for Business Partners

Yaskawa wants to establish a long-term collaboration with its business partners. Shared values are the basis of sustainable business relationships. Social responsibility, environmentally conscious behaviour and compliance with legal regulations are key guiding principles.

This Code of Conduct sets out the basic requirements that all Yaskawa business partners must meet in order to do business with Yaskawa Europe GmbH and/or its European subsidiaries. It is based on Yaskawa's own Code of Conduct and the 10 principles of the United Nations Global Compact. Yaskawa expects its business partners to actively promote these values and to ensure that its employees adhere to these principles.

Compliance with the Law

Regional, national and international laws affecting the jurisdiction of the business partner and legal provisions that the Yaskawa Group is obliged to comply with shall be observed.

Human Rights

The business partner undertakes to fully comply with (1) all relevant employment laws, (2) respect all human rights and to provide equal opportunity in the workplace as set forth in the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Global Compact Principles and the ILO Core Labour Standards. The business partner shall be responsible to oblige his suppliers in an adequate form to comply with the same principle as set out under (1) and (2) above.

Upholding the Freedom of Association

The business partner recognizes that employees may organise in workers' associations and participate in collective bargaining. Members in workers' organisations or trade unions may neither be favored nor disadvantaged.

Health and Safety in the Workplace

The business partner will make efforts to ensure the safety and health of its employees in accordance with the applicable legal regulations. This includes, in particular, protection against fires, accidents and hazardous substances, thereby providing the best possible protection against occupational accidents and diseases.

By offering health and safety training on a regular basis, the business partner will ensure sufficient knowledge about health care.

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Working Conditions

The business partner shall provide working conditions in accordance with local laws and international standards. This includes, in particular, a ban on any form of forced labour, fair and transparent remuneration, and compliance with the legally prescribed minimum age for the employment of children and young people.

Environmental Protection

The business partner undertakes to establish and maintain an appropriate environmental management system that minimises the environmental impact of its business activities. This includes, for example, the reduction of waste or the use of environmentally friendly technologies. As part of its environmental management all business partners shall without limitation comply with all statutory regulations on environmental protection, health and on-the-job safety and to install appropriate operational measures to reduce the effects upon man and environment to a minimum. Business partners shall obtain and maintain all required environmental permits, regulatory approvals, and registrations. Further on business partner shall prevent or eliminate waste of all types, including water and energy losses. The business partner shall be responsible to oblige his suppliers in an adequate form to comply with the same principle as set out in this section.

Fair Business Practices

Integrity is the foundation of a business activity that is successful in the long term. The business partner undertakes:

- To not tolerate corruption and bribery and to refrain from any activity aimed at influencing business activities in an unauthorised manner. This includes not giving Yaskawa employees any benefits. Excluded from this is the offering of food and drink as part of the usual local hospitality.
- To refrain from activities aimed at restricting national and international competition
- To respect the intellectual property rights of others
- To comply with export control and customs regulations
- To not directly or indirectly promote money laundering and terrorist financing
- To handle the personal data entrusted to them in a responsible manner
- To avoid or disclose conflicts of interest that could influence the business relationship.

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Responsible Procurement of Raw Materials

The business partner undertakes to take appropriate measures to avoid the use of raw materials from conflict and risk areas.

Dialogue

Yaskawa offers its business partners an open dialogue regarding the implementation of and compliance with this Code of Conduct. Violations of this Code of Conduct must be reported to Yaskawa in order to jointly develop an improvement plan. Contact persons in Purchasing and Compliance are available for this purpose.

Reports can also be submitted via the Yaskawa Reporting System at <https://www.yaskawa.eu.com/about-yaskawa/Compliance/Reporting-System>.

Signature of Yaskawa

Date:

Signature of the business partner

Date:

Signature of Yaskawa

Date:

Signature of the business partner

Date: