

## Statement Regarding the Modern Slavery Act in UK and Australia

### 1. Introduction

This statement is disclosed in accordance with Section 54 of the UK's Modern Slavery Act 2015 and Section 14 of the Australian Modern Slavery Act 2018 (Cth).

Osaki Electric Co., Ltd. is committed to ensuring that we do not violate human rights and that we are not complicit in the violation of human rights through the company and its group companies (hereinafter collectively referred to as the "Osaki Group") or our supply chains. We recognize that slave labor and human trafficking are major global issues, and that they could occur in the form of forced labor and child labor in relation to our business activities.

We have outlined below our initiatives for ensuring that we do not allow any violation of human rights such as modern slavery or human trafficking, either directly or indirectly, in the business conducted by the Osaki Group.

### 2. Business and Organization of the Osaki Group

The Osaki Group's vision is to be a "Global Energy Solution Leader." We manufacture and sell energy meters such as smart meters, and provide energy management services that utilize energy measurement and control technologies, as well as solutions utilizing IoT. The Osaki Group has companies based in 14 countries worldwide, with over 3,000 consolidated company employees providing products and services to over 100 countries.

Osaki Electric Co., Ltd. is listed in the First Section of the Tokyo Stock Exchange and is the parent company of the Osaki Group, conducting business operations in Japan.

Overseas businesses are promoted by the EDM I Group owned by parent company EDM I LIMITED, and Osaki Electric Co., Ltd. controls the EDM I Group through its overseas holding company OSAKI United International Pte. Ltd. In the UK, business operations such as the development and sales of smart meters and communications hubs are handled by EDM I Europe Limited. In Australia, business operations such as smart meters and solution services are handled by EDM I Pty Limited and EDM I GAS Pty Limited.

The Osaki Group's Vision

<https://www.osaki.co.jp/en/profile/message/vision.html>

Osaki Group companies and businesses

<https://www.osaki.co.jp/en/group.html>

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### 3. Policy and Initiatives Regarding the Prevention of Slave Labor and Human Trafficking

#### 1) The Osaki Group's Charter of Corporate Behavior

The Osaki Group states in “The Osaki Group's Charter of Corporate Behavior” outlining the guidelines for corporate behavior, that the group shall “conduct business that respects the human rights of all persons and take no part in any discriminatory action at all phases of our businesses,” “pursue work practices that help our employees to develop their career and capabilities and provide them with fair working conditions and opportunities to grow professionally,” and “build effective corporate governance system for the conduct of business, strive to raise awareness of the Charter's principle throughout the group, and encourage behavior in its supply chain based on the principle of this Charter.”

The Osaki Group's Charter of Corporate Behavior

<https://www.osaki.co.jp/en/profile/message/charter.html>

#### 2) Compliance rules / instruction manuals

The “Compliance Manual” outlining operational guidelines in accordance with the Osaki Group's Charter of Corporate Behavior, specifies “Compliance with legal requirements,” “Respect for human rights and prohibition of discrimination,” “Prohibition of harassment,” “Safety and health in the workplace,” and “Compliance with labor laws.” In addition, the handbook for this manual, “The Osaki Group's Compliance Handbook” (“EDMI General Compliance Rule” within the EDMI Group) is utilized for the education of group employees.

#### 3) Establishment of a helpline

The Osaki Group has established a reporting system through a helpline (whistle blowing) that serves as the contact for reports and consultations including those relating to human rights for all group employees both within and outside Japan, with the aim of identifying and correcting any issues at an early stage. Within Japan, we have also established an external reporting contact through a third-party institution to allow reports to be made anonymously. In addition, whistle-blowers are protected by stipulating that the termination of employment or any other disadvantageous treatment on the grounds of such reports is prohibited.

#### 4) Supply chain management

The main production locations for the Osaki Group are Japan, Malaysia, China, and Indonesia. In addition to procuring raw materials and parts from suppliers across the world, we outsource part of manufacturing process or in full turnkey basis to external partners.

Osaki Electric Co., Ltd. aims to realize a circular society that reduces environmental impact and is sustainable through promoting green procurement. The company conducts a green survey

of suppliers for referencing results when selecting suppliers. Furthermore, the company requests continuous initiatives and improvements in regard to environmental protection.

The EDMI Group performs surveys relating to the safety, health and working environment of workers as part of a quality control audit of suppliers.

We will continue to consider how to strengthen our supply chain management from the viewpoint of S (Social criteria), including viewpoints regarding human rights and labor. Please refer to “4. Future plans” for details.

#### 4. Future Plans

We are committed to proactively educating our employees worldwide through disseminating information to ensure that all employees working at the Osaki Group have a high level of awareness of social issues regarding human rights and labor, have better understanding of such issues, and voluntarily act accordingly towards the promotion of business activities that respect the human rights of individuals as stated in “The Osaki Group’s Charter of Corporate Behavior” and “Compliance Manual.”

To this end, we will strengthen human rights risk management within the Osaki Group companies through enhancing the structure for conducting voluntary inspection within each company and department.

Furthermore, based on the understanding that there is a high risk of human rights violations occurring in a supply chain, initiatives will not be limited to the Osaki Group but will extend to its supply chain. We will confirm the compliance status of suppliers and establishing procedures to provide necessary guidance and requests, and further ensure that human rights are respected in the supply chain in the future.

This statement was approved by the company’s board of directors on 17<sup>th</sup> November, 2020 and signed off by President and COO (Representative Director) Mitsuyasu Watanabe

17<sup>th</sup> November, 2020

A handwritten signature in black ink, appearing to read "Mitsuyasu Watanabe".

Mitsuyasu Watanabe  
President and COO  
Osaki Electric Co., Ltd.