

Casio Slavery and Human Trafficking Statement

Casio Electronics Co. Ltd. (Casio UK, hereinafter “the Company”) makes the following declaration based on Article 54 of the Modern Slavery Act 2015, confirming that neither the business that the Company operates, nor the supply chain related to its business, involve practices amounting to modern slavery such as forced labour and human trafficking.

Organization and Business Operations

The Company is the UK sales subsidiary for Casio Computer Co. Ltd. (hereinafter “Casio”), headquartered in Japan, and supplies Casio brand products and services. During the 2019 – 2020 accounting year, the Company recorded net sales of approximately £54.1 million (consolidated net sales for Casio Group: approximately £2,110.9 million).

Casio, the parent company, has formed the Casio Group, which operates worldwide, manufacturing and selling consumer products such as watches, electronic calculators, electronic musical instruments, and system products such as handheld terminals. The Company sells Casio products and also supplies consumables, accessories, software and other items related to those products.

Supply Chain

With regard to procurement activities, the Company procures a limited number of items such as attachments for musical instruments, power cables for cash registers, and data projectors from suppliers in the UK. The bulk of procurement for other main components and materials is conducted by Casio, the parent company.

Casio procures the materials mainly in Japan, China and ASEAN countries. In terms of procured amount, Japan accounts for 39%, China 49% and ASEAN 12% respectively.

Policies

The Company confirms that neither its business, nor the supply chain related to its business, involve practices such as forced labour and human trafficking. The Company’s approach to and initiatives on modern slavery are based on the following Casio Group policies.

◆ [Casio Group Policy on Human Rights: Link](#)

The Casio Group recognizes that it is essential to practice good governance, in respect to human rights when promoting global business expansion. Accordingly, Casio established the ‘Casio Group Policy on Human Rights’ as the foundation for fulfilling its responsibility to respect human rights. The Policy expresses the Casio Group’s respect for and commitment to the human rights of all its stakeholders.

◆ [Casio Group Code of Conduct: Link](#)

Casio established the ‘Casio Group Code of Conduct’ in order to ensure that all Casio Group officers and employees act with high ethical standards and use common sense in their daily

activities, to implement initiatives across the supply chain. This includes compliance with international norms, the laws of individual countries and/or regions, respect for human rights, safety for workers, and environmental conservation.

◆ Procurement Policies: [Link](#)

Casio established 'Casio Procurement Policies' in order to execute its social responsibilities. The Policy includes legal compliance, respecting human rights, labour, health and safety, environmental protection such as biodiversity preservation, risk control of chemical substances, and information security across the supply chain based on fair and equitable transactions.

The Casio Group has also joined the UN Global Compact in order to uphold and comply with common global principles, throughout its supply chain, which facilitate the sustainable development of the international community.

Due Diligence

1) Casio Group

In 2012, the Casio Group reviewed human rights issues, guided by ISO 26000. In conjunction with this, the Group referred to The Danish Institute for Human Rights' Human Rights Compliance Assessment Quick Check and received advice from experts to establish an independently developed tool to check on human rights practices. Using this tool, the Group regularly conducts checks on human rights issues to study the status of initiatives to address human rights issues, including protection of workers, at Group companies. Based on the results of these studies, the Sustainability Promotion Office carries out interviews of Group companies, analyses specific issues and trends, provides feedback to each site, and promotes the implementation of improvement measures. Going forward, Casio will continue to publish the results from the implementation of checks on human rights issues in its annual Sustainability Report. In June 2020, Casio conducted "human rights issue check" at 27 sales subsidiaries of Casio group worldwide and its review is ongoing.

2) Suppliers

Casio requests all of its suppliers to fill out a CSR questionnaire. The questionnaire covers human rights and labour, health and safety, the environment, fair trade and ethics, quality and safety, information security, and social contribution. The responses to the questionnaire are aggregated and analysed. Feedback is provided to suppliers on the results of the analysis as well as the approach Casio takes to CSR procurement, and support is provided for activities to make improvements at each company.

In fiscal 2019 – 2020, Casio conducted such CSR surveys amongst 175 suppliers in Japan, 235 in China and 66 in Thailand respectively. All suppliers fully participated in the survey and received feedback from Casio. Casio helped them to improve the activities by giving them the ideal form of CSR procurement which Casio seeks.

In addition, Casio also implemented on-site inspections at 4 suppliers in China and 8 in Thailand, which were conducted mainly by the local staff, the members of the CSR Promotion Project launched amongst Casio's overseas production subsidiaries. Casio

continues the on-site inspections to suppliers to realize the ideal situation.

Casio also accepted customer audits focused on CSR issues at 3 production subsidiaries at the request of major global retailers.

3) Protection of Whistleblowers

With the aim of protecting the human rights of Whistleblowers, Casio has established points of contact for its Whistleblower Hotline inside and outside the company. The hotline system handles reports from Group companies and offers counselling. Reporting is available in Japanese, English, and Chinese online, and in Japanese and English by telephone.,

Through the activities mentioned in the above 1) to 3), we hereby confirm that there was no modern-slavery related problem found within our group companies such as forced labours, child labours, human trafficking, etc.

Education and Training

The Casio Group provides regular in-house education in order to raise awareness of CSR. In CSR education programmes, respect for human rights was chosen as one of the themes for special focus. Participants are educated on topics such as the UN's Guiding Principles on Business and Human Rights, and the Casio Group Policy on Human Rights, via an e-learning platform. Casio also included topics such as its firm stance against forced labour and the prohibition of human trafficking in the curriculum, in order to foster the understanding and awareness of participants.



Name of representative: Yusuke Suzuki

Position: Managing Director

Company name: Casio Electronics Co. Ltd.

Date: 25 September 2020