

SUMITOMO ELECTRIC GROUP

Sumitomo Electric Wiring Systems (Europe) Ltd (SEWS-E Group)

Statement on Slavery and Human Trafficking for Financial Year 2019/2020

Introduction

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and outlines the measures being taken by **Sumitomo Electric Wiring Systems (Europe) Ltd** group of companies ("**SEWS-E Group**") to mitigate the potential risk of modern slavery and human trafficking ("**Modern Slavery**") occurring in any part of the SEWS-E Group businesses and its supply chains in the 2019/20 financial year.

Our business and supply chain

The SEWS-E Group is a subsidiary of Sumitomo Electric Industries ("**SEI**") which itself forms part of the Sumitomo Electric Group ("**SEG**"). SEI is a Japanese manufacturer of electrical wire, optical fibre cables, electronics and hard metal products established in 1897. SEI's headquarter is in, Osaka, Japan. SEI's shares are listed in the first section of the Tokyo, Nagoya Stock Exchanges, and the Fukuoka Stock Exchange.

SEG, in accordance with its corporate philosophy which consists of the Sumitomo Spirit and the Corporate Principles, strives to be a group of companies worthy of society's trust by conducting its business activities in an honest manner. The Sumitomo Spirit encourages all employees, officers and directors ("**Employees**") to:

- do their best not only in business, but in every aspect of their lives;
- place importance on integrity and good management; and
- never sacrifice integrity for easy profit.

Additionally, each company of SEG shall commit to drive its business based on the key corporate principles:

- Offer the very best goods and services to satisfy customer needs;
- Build technical expertise, realise changes and strive for consistent growth;
- Contribute to creating a better society and environment, with a firm awareness of our social responsibility;
- Maintain high corporate ethics and strive to become a company worthy of society's trust; and
- Nurture a lively corporate culture that enables employee self-improvement.

The SEWS-E Group develops new technologies and manufactures a wide variety of electric systems such as wiring harnesses, pipe harnesses for hybrid vehicles, electric wire, connectors, terminals, centre panels, junction blocks and electronic control units to the automotive industry. As of August 2020, the SEWS-E Group has around 27,000 employees across 60 facilities located in the European Union and North Africa.

The SEWS-E Group's global supply chain operates across 45 countries; its consolidated turnover is approximately €318M.

Corporate Awareness and Policies

The Corporate Social Responsibility Committee, formed of senior management from SEG, is committed to ensure the best strategy for supporting and advancing human rights in all the communities where SEG operates (the "**CSR Committee**"). Each year the [CSR Committee Annual Report](#) describes the measures taken by SEG to further strengthen its corporate social responsibility.

In parallel to the CSR Committee programme, SEG [Global Code of Conduct](#) ("**Code of Conduct**") supports the CSR Committee's action by communicating SEG's commitment to human rights to all Employees. SEG Code of Conduct makes clear that all forms of Modern Slavery are unacceptable to SEG. SEG Code of Conduct, available in over 30 languages, requires all Employees to make a personal commitment to do business in accordance with the Sumitomo Spirit. SEG Code of Conduct also makes clear that it is expected that all business partners should act in a way that is consistent with the principles of the Code of Conduct.

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Awareness and understanding of the Code of Conduct is promoted to Employees by face-to-face training, e-learning and effective internal communication.

SEG complies with and expects its suppliers to comply with the [Corporate Social Responsibility Basic Policy](#). The [Corporate Social Responsibility Procurement Guidelines](#) (“**CSR Procurement Guidelines**”) provide detailed guidance for suppliers and requires them to respect human rights and ethical practices. SEG prefers to work with those suppliers who share and actively support the Sumitomo Spirit by complying with the Corporate Social Responsibility Basic Policy and CSR Procurement Guidelines.

In 2019, [SEG enacted a global Policy on Human Rights](#) (the “**Human Rights Policy**”) which is guided by the “International Bill of Human Rights”, the “ILO Declaration on Fundamental Principles and Rights at Work”, and the “Guiding Principles on Business and Human Rights” of the United Nations to respond to the various needs of our stakeholders and to show our commitment to respecting human rights that abide by international standards.

The Human Rights Policy reflects SEG’s commitment to drive continuous improvements within our business and details its fundamental principles with regards to the protection of human rights. The Human Rights Policy applies to the SEWS-E Group as a fully owned subsidiary of SEG. SEG also expects all business partners related to its business activities to comply with the Policy.

Furthermore, SEG is currently finalising a global Supplier Code of Conduct (“**SCoC**”) that will replace the CSR Procurement Guidelines and will be applicable to the SEG suppliers globally, including SEWS-E Group’s suppliers. SEG intends that the SCoC will be included into all future commercial contracts: (i) to ensure suppliers’ commitment to compliance, including to preventing Modern Slavery and other Human Rights violations and (ii) to enable SEG to work with the supplier to address identified concerns or provide to SEG a right to terminate any contract with its suppliers that fails to respect the SCoC provisions.

Commercial practices

In addition to the high-level policies, day-to-day commercial practices have been developed which require the SEWS-E Group’s suppliers to agree to and comply with legal compliance and ethical conduct terms, including by adhering to enhanced Modern Slavery clauses in their contracts with SEWS-E Group.

Due diligence

As part of the SEG Compliance Programme, new and current business partners must go through SEWS-E’s due diligence in order for SEG to be assured that the business partners it engages with meet the required standards of ethical conduct. To ensure that SEG’s initiatives are promoted in line with the Human Rights Policy, fact-finding investigations will be conducted regularly of our stakeholders, including domestic and overseas affiliates.

Risk Assessment

The risk of Modern Slavery prevailing within the SEWS-E Group and its supply chains has been assessed with the outcome of a low risk rating. Nevertheless, we continue to regularly monitor the risk and the risk rating within the SEWS-E Group business and its supply chains. In FY20/21, SEG is committed to conduct a Human Rights review of its migrant labour force in EMEA (which will include SEWS-E) as well as on a global basis, in order to appraise and decrease any Modern Slavery risks identified amongst migrant employees.

Training

Training is provided regularly within the SEWS-E Group to build awareness of unethical conducts including Modern Slavery. All employees at the SEWS-E Group receive ongoing training on the SEG Code of Conduct which, includes express references to the Human Rights Policy.

In FY 20/21, SEG will extend training to heighten awareness of other forms of modern slavery and human trafficking.

Whistleblowing/Speak up

SEG continues to develop its ‘speak up’ culture that encourages a workplace where Employees feel comfortable raising concerns about unsafe, unethical or unlawful practices. This ‘speak up’ culture is facilitated, in part, by an [external hotline operated by Navex](#), with an option of anonymity, for Employees

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or business partners to raise their concerns. All reports raised internally or via the external hotline are taken seriously and follow a documented procedure for review and/or investigation in order that the concerns are addressed appropriately. SEG prohibits retaliation against those that raise concerns of unsafe, unethical or unlawful practices. SEG encourages continuous dialogue between their subsidiaries to heighten awareness of the risk of Modern Slavery.

Reports raised internally or via the external hotline is one method that is used to measure the effectiveness of training and the levels of awareness and understanding of Employees of unethical practices including on Modern Slavery. In addition, self-assessment questionnaires asking Employees to share their thoughts about the possible risks of Modern Slavery within the SEWS-E Group business and supply chains shall aid in developing the true risk exposure. SEG continues to monitor and improve its existing policies and procedures to ensure their effectiveness.

In FY 20/21, SEG committed to reviewing in Europe its 'speak-up' system to ensure compliance with the EU Directive on the Protection of Whistleblowers (EU Directive 2019/1937 of 23 October 2019); as part of this commitment SEG will include updated communication in its Supplier Code of Conduct inviting third party suppliers to also report issues to the 'speak-up' Hotline. Including on matters related to Modern Slavery.

Intent

SEG recognizes its responsibility to respect and enhance human rights and is committed to developing and improving the knowledge base of its Employees. It remains committed to continue working ethically and responsibly for the respect of human rights ensuring that each company of SEG, including the SEWS-E Group, will uphold this standard. SEG also intends to progress the due diligence activity adding a risk categorization for human rights and work alongside with the recruitment companies used to ensure they understand our recruitment principles and mitigate Modern Slavery risks.

The SEWS-E Group is similarly committed to continuing the encouragement of its suppliers in assessing their own business and supply chains for Modern Slavery and human trafficking, and this will be highlighted again to suppliers when the SCoC is adopted.

This statement has been approved by the SEWS-E Group management team.

David Whalley

Managing Director