

OMRON Group Slavery and Human Trafficking Statement for FY2021

This OMRON Group Slavery and Human Trafficking Statement for FY2021 (“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 modern slavery could occur in business in the form of forced labor or child labor. The following describes the measures we are taking to prevent modern slavery and human trafficking in any part of our business and supply chains.

1. About OMRON

OMRON Corporation and its 155 consolidated subsidiaries (jointly, the “OMRON Group”) employ some 29,000 employees worldwide, all whom 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 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

For the whole OMRON Group, we have “To improve lives and contribute to a better society” as our mission 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. This refers to respecting diversity, personality, and individuality, while also comprising the underlying values for all our activities, as we pursue fulfillment at work and 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 clearly states that OMRON does not tolerate any forced labor or child labor including slavery and human trafficking. In accordance with the Policy, OMRON will identify human rights-related issues to focus on throughout all our business processes, including development, procurement, production, distribution, and sales, and take the appropriate measures to deal with them. Ultimately, the Policy applies to all executives and employees of OMRON in order to ensure respect towards the human rights of all stakeholders involved in the OMRON Group value chain. We also expect all business partners of OMRON, including suppliers and distributors, to understand and support the content of the Policy, and will continue to work to ensure that the Policy is respected. The Policy is accessible via the following link:

https://sustainability.omron.com/en/rights/human_rights/

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

We have established “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. We request that all of our suppliers understand 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>

E. Upholding the United Nations Global Compact’s Ten Principles

In 2008, we declared our support for the Ten Principles of the United Nations Global Compact (UNGC), including the elimination of all forms of forced and compulsory labor.

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

3. Our efforts to prevent slavery and human trafficking

A. Due Diligence

In fiscal year 2017, 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. As a result, we learned that there is a potential risk of slave labor and human trafficking 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 with production. In fiscal year 2021 as well, we continued to implement risk assessments and countermeasures at OMRON group production sites and in our supply chain. The details are as follows.

The OMRON Group: investigations and assessments

Internally, we conducted human rights risk analysis at 19 major OMRON Group production sites in Japan, China, Asia Pacific, and European countries, using the Self-Assessment Questionnaire (SAQ) from the RBA, and took corrective measures as necessary. Of these sites, the Chinese factory (in

Dalian) and 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 selected 31 contractors and 65 temporary employment agencies involved in the operation of sites in Japan to be subject to human rights risk investigations. Outside Japan, we included the provision for complying with our Code of Conduct in the outsourcing agreement to be concluded with contractors, requesting them to protect human rights of workers.

Supply Chains

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 at least once every three years for other suppliers. In fiscal year 2021, we conducted RBA SAQ assessments for 50 major suppliers and confirmed that all were low risk. Globally, we conducted assessments for 603 suppliers using our own self-assessment questionnaire on human rights and labor practices, and one supplier was requested to make improvements.

B. Management Review

The results of the aforementioned human rights due diligence revealed that OMRON had no cases of slavery or human trafficking in fiscal year 2021. Our initiatives to address sustainability issues, including slave labor, human trafficking, and other human rights-related issues, are reported annually to the Executive Council and the Board of Directors.

C. Whistleblower hotlines

For OMRON Group employees (including temporary and contingent workers), a whistleblower system is available at each OMRON Group company (or each region). With this system, such persons can easily blow the whistle on unethical corporate activities or seek advice in a confidential

manner on a topic 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. A similar environment is also under development abroad. 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.

D. Employee 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. Additionally, to address human rights-related issues at the management level over the medium-to-long term by complying with international standards, in fiscal year 2021 a study session regarding the United Nations Guiding Principles on Business and Human Rights was organized in Japan. It targeted inside Directors, inside Audit & Supervisory Board members, and Executive Officers.

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.

4. Looking forward

We have identified “Respecting human rights in the value chain” as one of the Material Sustainability Issues requiring the focus of the OMRON Group under our long-term vision set for 2030. These issues are also integrated into OMRON Group’s medium-term management plan. In fiscal year 2022, we will conduct human rights impact assessment by taking a comprehensive view of our entire value chains in accordance with the United Nations Guiding Principles on Business and Human Rights and we seek to establish a global remediation mechanism for when adverse human

rights impacts have occurred. Furthermore, we will further disseminate our newly established Human Rights Policy among OMRON Group employees.

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 2022

A handwritten signature in black ink that reads "Koji Nitto". The signature is written in a cursive, flowing style.

Koji Nitto

Director, Senior Managing Executive Officer, CFO

OMRON Corporation