

Modern Slavery and Human Trafficking Statement

This statement is made in accordance with the United Kingdom Modern Slavery Act 2015, Chapter 30, Part 6, Section 54. It sets out the activities that the following companies within DENSO CORPORATION have taken to ensure that modern slavery and human trafficking is not taking place in any of our supply chains and our business.

- DENSO INTERNATIONAL EUROPE B.V.,
- DENSO EUROPE B.V.,
- DENSO MARSTON LTD.,
- DENSO MANUFACTURING UK LTD., and
- DENSO AUTOMOTIVE UK LTD.,

These five companies are collectively referred to hereafter in this statement as the “UK DENSO COMPANIES”.

For Fiscal Year 2020 (ended on 31st March 2021), the UK DENSO COMPANIES are proud of the steps they have taken to combat slavery and human trafficking within their businesses and supply chains.

Company/Business and Supply Chain Overview

a. Company/Business

DENSO CORPORATION operates a global network of 211 consolidated subsidiaries in 38 countries and regions, with over 168,000 employees. It supplies automotive parts, components and systems to automakers around the world. The UK DENSO COMPANIES work together in the manufacture and sale of certain products in the UK.

For details of DENSO CORPORATION and its business overview, please visit the following link:
<https://www.denso.com/global/en/about-us/global-network/>

b. Supply Chain

DENSO CORPORATION has a global supply chain with approximately 6,100 suppliers, enabling it to achieve the optimum procurement of parts, raw materials and equipment. Its group-wide annual procurement spend is approx. JPY 2.7 trillion. DENSO has also determined the [Supplier Sustainability Guidelines](#), and shares these guidelines with its roughly 6,100 suppliers, requesting that they carry out procurement in line with the content of these Guidelines.

DENSO CORPORATION has an “open, fair and clean trade principle”, and the UK DENSO COMPANIES comply with its Procurement Policies which can be found at the following link:
<https://www.denso.com/global/en/about-us/procurement/>

DENSO Policies related to Slavery and Human Trafficking

DENSO's Group Sustainability Policy and the Code of Conduct for DENSO Group Associates, clearly prohibit child labor, forced labor, and any other form of labor in violation of human rights, as well as actions pertaining to such labor. We based these requirements upon the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and other international standards. DENSO has been requesting that all of its partners abide by these principles, under the [Supplier Sustainability Guidelines](#).

DENSO strives to contribute to resolving social issues through its businesses. We formulated the DENSO [Group Sustainability Policy](#) to ensure that all employees engage in actions that are befitting of a Global company, amid their interactions with society and our stakeholders. All of the UK DENSO COMPANIES adhere to this Policy, and express respect for human rights and the prohibition of forced/child labor in any DENSO business.

The UK DENSO COMPANIES require their suppliers agree to the DENSO Group Sustainability Policy, as well as a basic transaction contract addressing issues such as compliance, protection of human rights, environmental conservation, and occupational safety. We also ask our suppliers to promote sustainability through such means as assigning a contact person for matters concerning sustainability and clarifying their own related policies.

Please click [here](#) for details of the DENSO CORPORATION's supply chain management principles.

Our Initiatives to Prevent Slavery and Human Trafficking

DENSO Initiatives

a. Code of Conduct Formulation and Delivery

DENSO CORPORATION has formulated a Code of Conduct ("CoC") for Japan, North America, Europe, China, Asia and Oceania, and India, which takes into consideration the culture and history of each region, to describe the necessary behavior for ensuring that each company within the group accepts and adheres to the Declaration and demonstrates desirable conduct.

The CoC contains stipulations regarding, among others, compliance with applicable laws, regulations, ethical guidelines on day-to-day operations, prohibition of any conduct which conflicts with human rights, and the creation of a vibrant, safe and pleasant work environment.

All of the UK DENSO COMPANIES adhere to the CoC.

b. Employee Training and Awareness

DENSO CORPORATION takes steps to ensure that all of its group companies, including the UK DENSO COMPANIES, are aware of the provisions in the CoC.

In particular, the procurement divisions responsible for supply chain management in the UK DENSO COMPANIES ensure that their employees are aware of our CoC, so that they carry out their duties in accordance with the “open, fair and clean trade principle” at all times.

c. Establishment of Hotline/Helpline

Each of the UK DENSO COMPANIES has an established whistleblower system which receives reports and consultations for compliance related problems, including but not limited to any breaches of human rights.

Due Diligence Process in Supply Chain

a. Third-party checks

As part of our Compliance program’s on-going commitment to continuous improvement, DENSO has licensed and implemented a tool for conducting due diligence on our third parties. This has been strategically positioned to responsibly conduct reasonable background checks on our third-party suppliers and customers, according to risk. These checks, whose coverage also applies to the UK DENSO COMPANIES, include adverse information about labour practices (including any form of forced labour) and associations with people trafficking.

b. Self-check and Dialogue

DENSO CORPORATION recognizes that the biggest risk of modern slavery and human trafficking exists in the supply chain, and requests major suppliers to regularly self-check according to its “Supplier CSR Guidelines”. The UK DENSO COMPANIES monitor the results of their suppliers’ self-check results, and work with them to promote improvements where gaps are identified.

The UK DENSO COMPANIES require its suppliers to request the implementation of similar initiatives from their own suppliers.

c. Response to the Issue of Conflict Minerals

Minerals that originate from the Democratic Republic of the Congo and adjoining countries are mined through non-humanitarian acts, and it is said that these minerals are used to finance armed groups. Accordingly, conflict minerals are becoming a significant social problem in regard to human rights.

The UK DENSO COMPANIES continue to make efforts to avoid the use of conflict minerals through cooperation with suppliers and an annual investigation of the state of usage of conflict minerals.

Further Steps

The UK DENSO COMPANIES recognize and reaffirm their commitment to the importance of protecting human rights, and will continue to promote business activities considering the

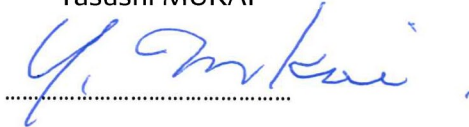


prevention of human rights infringements such as modern slavery and human trafficking. The UK DENSO COMPANIES will continue to make efforts to improve their initiatives to combat modern slavery and people trafficking in stages, while gaining the understanding and cooperation of suppliers and customers.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year ending 31st of March 2021 for the following companies:

DENSO INTERNATIONAL EUROPE B.V.

Yasushi MUKAI



Date: 31st March 2021

DENSO EUROPE B.V.

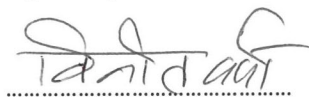
Yasushi MUKAI



Date: 31st March 2021

DENSO MARSTON LTD.

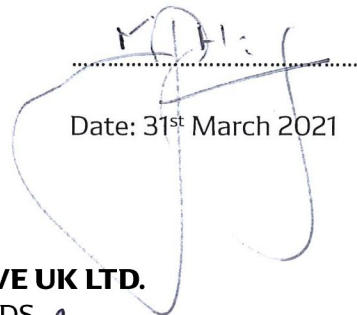
Vineet VERMA



Date: 31st March 2021

DENSO MANUFACTURING UK LTD.

Mark HAYWARD



Date: 31st March 2021

DENSO AUTOMOTIVE UK LTD.

Alan RICHARDS



Date: 31st March 2021