

Casio Slavery and Human Trafficking Statement

Casio Electronics Co. Ltd. (Casio UK, hereinafter “the Company”) makes the declaration as follows 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 company for Casio Computer Co. Ltd. (hereinafter “Casio”), headquartered in Japan, and supplies Casio brand products and services. During the 2023 – 2024 accounting year, the Company recorded net sales of approximately £ 46.5 million (consolidated net sales for Casio Group: approximately £ 1,527.3 million).

Casio, the parent company, has formed the Casio Group, which operates worldwide, manufacturing and selling mainly consumer products such as watches, electronic calculators, electronic musical instruments. 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 from suppliers in the UK. The bulk of procurement for other main components and materials is conducted by Casio, the parent company.

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 the area of respect for 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 as well as to express the Casio Group’s respect for and commitment to human rights to stakeholders.

◆ [Casio Business Conduct Guideline: Link](#)

The Casio Business Conduct Guidelines provide the specific code of conduct that executives and employees of the Casio Group must observe in order to apply the corporate creed of Creativity and Contribution to their daily work activities.

◆ [Procurement Policies: Link](#)

Casio established Casio Procurement Policies in order to execute its social responsibilities, which

include legal compliance, respecting human rights, labour, safety, and health, environmental protection such as biodiversity preservation and 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, throughout its supply chain, common global principles which facilitate the sustainable development of the international community.

Due Diligence

1) Casio Group

In 2012, Casio group took stock of 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, from fiscal year 2014 to fiscal year 2020, the Group regularly conducted checks on human rights issues to study the status of initiatives to address human rights issues, including protection of workers, at the group companies. Based on the results of these studies, CASIO conducted interviews with the group companies, analysed specific issues and trends, provided feedback to each site, and promoted the implementation of improvement measures. In fiscal 2022 and fiscal 2023, Casio reviewed the results of the human rights checkups it had conducted since 2016, as well as its human rights checkup tool, and prepared new human rights checkups. In fiscal 2024, a human rights checkup was conducted at all production group companies (7 companies).

2) Suppliers

Casio requests all of its suppliers to fill out a CSR questionnaire. The questionnaire covers human rights and labour, safety and health, 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.

The fiscal 2024 questionnaire was sent to 144 companies in Japan, and responses were received from 143 companies, for a response rate of 99.3%, clearly indicating suppliers' high level of interest in CSR fulfilment. For suppliers outside Japan, responses were received from 248 companies (189 companies in China and 59 companies in Thailand), for a response rate of 100%. Again, the great concern for CSR fulfilment among suppliers is clear. Casio compiles and analyses the response data, and shares the results with suppliers, along with Casio's approach to CSR procurement.

Since fiscal 2011, Casio has been conducting onsite audits of major suppliers in China and Thailand with local staff members of the CSR promotion projects launched at sites in those countries. In fiscal 2012, the company started planning onsite inspections performed mainly by local Casio staff, and the number of visits is increasing.

Since fiscal 2022, Casio postponed onsite inspections in China and ASEAN countries due to the spread of COVID-19. Even with the suspension in inspections due to the COVID-19 pandemic, it has cumulatively covered almost all suppliers. Going forward, Casio will continue onsite inspections with

the aim of instilling commitment to CSR throughout the supply chain.

CSR inspections were also conducted at the request of a major distribution customer at three of Casio's plants.

3) Protection of Whistleblowers

Casio has established points of contact for its Whistleblower Hotline inside and outside the company with the aim of protecting the human rights of whistleblowers. Counselling and reporting is available in Japanese, English, and Chinese online, and in Japanese and English by telephone, and the hotline system also handles reports from the group companies.

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

Casio provides in-house education to the group companies in order to raise awareness of sustainability. In the sustainability education programmes, which are provided on a regular basis, respect for human rights is chosen as one of the themes for special focus, and education on topics such as the UN's Guiding Principles on Business and Human Rights and the Casio Group Policy on Human Rights is conducted via an e-learning platform. Casio also includes 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.

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