

Epson Slavery & Human Trafficking Statement for Financial Year 2021

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We will respect fundamental human rights and facilitate a fair, safe, healthy and pleasant work environment.

This statement is made pursuant to section 54(1) of the UK's Modern Slavery Act 2015, the Australian Modern Slavery Act 2018, the U.S. California Transparency in Supply Chain ACT 2010 (SB 657) and the Dutch Child Labour Due Diligence Law (Wet Zorgplicht Kinderarbeid).

The Epson Group companies that are required to report under these laws are as follows:

Epson (U.K.) Limited
Epson Telford Limited
Epson Australia Pty. Ltd.
Epson America, Inc.
Epson Europe B.V.

Our organisation

Seiko Epson Corporation and Epson Group companies are primarily engaged in the development, manufacturing, and sales of products and services in the areas of printing, visual communications, wearables and robotics.

We use the word Epson to describe all companies in the Epson Group.

Epson is organized into operational divisions that come under consolidated management. The majority of advanced R&D and product development is conducted in Japan, while manufacturing and sales activities are conducted around the world by 79 Epson Group manufacturing and sales companies, in 61 countries and regions, with 77,642 employees and 1,128.9 billion yen in net revenue for FY2021.

Epson is vertically integrated and develops and manufactures the majority of its components in-house and then sells through its global network of wholly owned sales subsidiaries.

Epson's printing solutions business provides home and office inkjet printers, serial impact dot matrix (SIDM) printers, page printers, colour image scanners, dry process office papermaking systems, inkjet printers for commercial and industrial applications, printers for use in POS systems, inkjet printhead, related consumables, and, in the Japanese market, PCs.

Epson's visual communications business provides 3LCD projectors mainly for business, education, the home, and event as well as smart glasses.

Its wearables & industrial products business provides wristwatches and watch movements; industrial robots; crystal units, crystal oscillators, and quartz sensors for consumer, automotive, and industrial equipment applications; CMOS LSIs and other chips mainly for

consumer electronics and automotive application; high-performance metal powders; and high-value-added surface finishing.

Supply Chain

In manufacturing and selling the many Epson products mentioned above, currently, Epson procures goods and services from about 1,700 direct material suppliers around the world.

Epson considers suppliers to be important partners in its business activities. As such, its procurement activities are designed to develop mutually beneficial trusting relationships with its business partners based on fairness, transparency, and respect.

Epson procures goods from around the world. Domestic Japanese procurement accounts for 41% of the spend and overseas procurement for 59%.

Direct materials procurement, which includes spending on raw materials and parts required for finished product assembly, as well as spending on things such as the outsourcing of production, accounts for 65% of the spend. Meanwhile, indirect materials procurement, which includes spending on things such as factory supplies, machinery and equipment, advertising, logistics, outsourcing of business processes, and temporary staffing, accounts for 35%.

Epson believes its responsibility for products and services goes beyond just ensuring high-quality products for the market. It also believes it is responsible for ensuring that its entire supply chain upholds appropriate standards in respect to human rights, labour, and the environment. Therefore, Epson recognizes the importance of taking CSR initiatives hand in hand with its suppliers. For that reason, Epson practices fair and transparent trade with its suppliers and thereby building trusting relationships. Epson believes that it is only with such partnerships that it can enjoy "harmonious development" supported by rapport with international and local communities.

Epson standards

Epson is serious about keeping all forms of discrimination and unfair practices out of its global operations. We will work to fulfill our social responsibility and create shared value in order to achieve sustainability and enrich communities together with our customers and partners from a long-term perspective based on our [Management Philosophy](#).

In 2005, Seiko Epson Corporation established [the Principles of Corporate Behavior](#) (Corporate Social Responsibility Guidelines) which are adhered to by all companies ultimately owned by Seiko Epson Corporation. In 2021, Epson updated the Principles of Corporate Behavior in response to the latest societal requirements. These guidelines were established to clarify the foundations for implementing trust-based management, which is aimed at building stakeholder trust and is the fundamental principle of Epson management, and which are shared across the Group.

Epson established Policies Regarding Human Rights and Labor Standards of the Epson Group in 2005 based on the United Nations Global Compact, ISO 26000 (Social Responsibility), and the OECD Guidelines for Multinational Enterprises, and we have practiced conduct that is aligned with the 2011 United Nations Guiding Principles on Business and Human Rights. In April 2019, we joined the Responsible Business Alliance (RBA), a non-profit organization that supports the rights and welfare of workers and communities affected by global supply chains, and we and our suppliers conduct our business in line with the RBA Code of Conduct.

Epson has overhauled Policies Regarding Human Rights and Labor Standards of the Epson Group in light of recent changes in the way that the international community views human rights and human rights issues. The new Epson Group Human Rights Policy took effect on April 1, 2022

As indicated by the phrase “commitment to sustainability” in the Epson Group Management Philosophy, Epson aspires to work with its business partners for mutual benefit, achieve sustainability, and enrich communities. We believe that we can build mutually beneficial relationships by asking all our business partners, including our suppliers, to uphold the highest standards of integrity and ethics while, at the same time, respecting their autonomy and independence.

These supply chain ethics requirements are based on the RBA Code of Conduct. Epson, which has mapped each of its supply chain initiatives to one or more of the Sustainable Development Goals (SDGs) of the United Nations, will help to achieve the SDGs by taking action throughout the supply chain.

In particular, we are focusing on the following four priorities and are engaging suppliers to ensure worker human rights and safety and to realize a sustainable society:

- Decent work
- A safe work environment
- Responsible sourcing of minerals
- Environmental impact mitigation

To achieve the goals stated in its Management Philosophy, Epson believes that it is essential for suppliers to understand the management philosophy and support its procurement activities. We established [the Epson Group Supplier Guidelines](#) in 2005 to inform suppliers about Epson’s procurement policies and to enlist their cooperation in promoting socially responsible practices. Then, in 2008, we created [the Epson Supplier Code of Conduct](#), which is based on and conforms to the code of conduct created by the Electronic Industry Citizenship Coalition (EICC), now called the Responsible Business Alliance (RBA).

The Epson Group Supplier Guidelines stipulate the basic quality (Q), price (C), and delivery (D) requirements for transactions, trade control measures that satisfy the requirements of the international community, and measures to ensure security in the supply chain. They also stipulate CSR requirements (the RBA Code of Conduct) in the areas of labour, health

and safety, environment, and ethics with the aim of maintaining socially responsible business practices along with our business partners. Over the 17-year history of the Guidelines, we have asked all our suppliers to comply with the requirements and have our major suppliers of both production materials and indirect materials (including suppliers of contract services and temporary staff) to submit a Supplier Agreement in which they consent to comply with Epson's requirements. In the 2021 fiscal year, we received Supplier Agreements from more than 1,800 companies that supply our main manufacturing subsidiaries in Japan and abroad.

Going forward, Epson will further observe the RBA Code of Conduct and work with its suppliers to strengthen CSR supply chain initiatives.

Due diligence processes for slavery and human trafficking

Epson has identified potential or actual human rights risks both within its own operations and within those of its suppliers. These risks include things such as forced labour, child labour, harassment, and discrimination in the value chain for developing, manufacturing, and selling products. We are going through a process of human rights due diligence to investigate these risks, extract problems and issues, take corrective action, make improvements, and prevent future problems. The human rights due diligence process in Epson's business is as follows:

1. Policy enactment
2. Identification of human rights risks and evaluation of their effects
3. Improvement plans, and stopping, preventing, and mitigating adverse effects
4. Results/progress monitoring
5. Communication and reporting
6. Remedial measures

1. Policy enactment

Epson has overhauled Policies regarding Human Rights and Labor Standards of the Epson Group in light of recent changes in the way that the international community views human rights and human rights issues. The new Epson Group Human Rights Policy, which conforms to the United Nations Guiding Principles on Business and Human Rights, has been approved by the Seiko Epson Board of Directors and took effect on April 1, 2022.

The policies will be revised periodically to realign them with changing societal trends and societal demands.

Epson's human rights initiatives are spearheaded by Seiko Epson's human resources department under the supervision of the executive officer in charge of human resources. They work in concert with corporate supervisory departments and the HR departments of our global affiliates to guide initiatives to prevent human rights abuses and unjust labour practices.

Epson is taking corrective action based on the Epson Group Human Rights Policy and the RBA Code of Conduct to address issues related to inhumane treatment, including things such as child labour, forced labour, other exploitative labour, discrimination, harassment, and workers' rights abuses and unfair labour conditions.

Workers and the labour union and other labour groups are important stakeholders, and Epson Group companies engage them in genuine dialog and discussions based on local labour practices and so forth.

Human rights in the supply chain are addressed by the Sustainable Procurement Committee. This committee is a cross-organizational body overseen by the managing executive officer in charge of procurement. It is made up of personnel from all Epson's operations divisions and from the procurement departments of Epson Group companies. Administrative oversight is provided by the Seiko Epson Head Office department that supervises socially responsible procurement.

2. Identification of human rights risks and evaluation of their effects

To understand where human rights risks exist in business and to manage those risks, we worked with stakeholders in the value chain to analyze where risks reside. We found that priority actions are needed for Epson Group employees, temporary employees (including migrant workers), on-site vendors, and supplier employees. Therefore, we conduct a CSR self-assessment questionnaire to understand issues in these areas.

High-Priority Groups	Impacts/Risks of Business Activities	Assessment Method
Employees of Seiko Epson Corporation and Epson Group	Freedom of employment (forced labour), young workers, working hours, wages and benefits, humane treatment (harassment, etc.), discrimination, freedom of association	Self-assessment of compliance to RBA requirements
Dispatch workers	Same as above	Same as above
On-site service vendors	Same as above	Same as above
Suppliers' employees	Same as above	Same as above
Migrant workers	Same as above	Same as above

3. Improvement plans, and stopping, preventing, and mitigating adverse effects

We instruct companies and business sites to take action to correct, improve, or mitigate risks identified by the CSR self-assessment questionnaire. We analyze the answers on the questionnaire, identify where a site is not in compliance with the code of conduct, and provide guidance for the improvements we request. Sites formulate and implement their own corrective action plans to address the observations.

Regarding child labour, we have established the following measures:

Epson will never engage in child labour within its facilities, including workers from external partners and workers hired through agents. If found, each company is required to assist them and provide for the welfare of the child.

Age verification must include visual verification of a government recognized photographic identification document, if available.

If child labour is discovered at the company, employment will be terminated immediately, and the company will notify Seiko Epson, the relevant government and labour inspection agency to consider measures to be taken in consultation with them.

4. Results/progress monitoring

We check whether instances of noncompliance with the code of conduct have been corrected by asking the companies and business sites to complete the CSR self-assessment questionnaire the following year. In addition, as a member of the RBA, Epson voluntarily undergoes RBA VAP audits at its large production sites for its main businesses to accurately assess compliance with the RBA Code of Conduct, extract issues, and address them.

5. Communication and reporting

The results and progress of improvement plans are reviewed annually. The findings are disclosed on the Web and reported in Epson's sustainability report. This statement also reports on the Epson Group's global initiatives.

6. Remedial measures

In addition to prioritizing remedies for Epson Group employees, temporary employees (including migrant workers), on-site vendors, and supplier employees, we provide whistleblowing systems that all stakeholders, including customers, investors, and members of local communities, can use to lodge grievances that are then appropriately addressed.

Assessing and managing risk

In the 2021 fiscal year, we asked our own business sites, Epson Group companies in Japan and abroad, and suppliers to complete a CSR self-assessment questionnaire (SAQ). The CSR SAQ, which consists of questions concerning human rights and labour, health and

safety, environmental issues, ethics, and management systems, is used to assess compliance with the RBA Code of Conduct.

The results of the FY2021 CSR SAQ showed that there were no major cases of human rights violations in the form of child labour, forced labour, discrimination, and the like, either at Epson or its Group companies.

The following are examples of human rights risks that have been identified, corrected, improved, or continuously addressed within the Epson Group:

- Requiring migrant workers to pay broker and recruitment fees to recruitment agencies
- Holding of passports belonging to migrant workers
- Agreement process with workers regarding overtime work
- Long working hours

This CSR SAQ is conducted every year to identify where issues exist and encourage improvement.

Epson's overseas manufacturing affiliates voluntarily undergo RBA VAP audits to find out where they are not compliant with the RBA audit criteria and to make improvements. In the 2021 fiscal year, Epson's manufacturing sites in China, Indonesia, the Philippines, Thailand, and Malaysia underwent audits and corrected nonconformances that were observed. In 2021, we asked direct material suppliers and indirect material suppliers of our major manufacturing sites (on-site service vendors, temporary staffing and referral agencies, and logistics warehouse operators) to complete a CSR SAQ. We received completed CSR SAQs from 293 key first-tier suppliers of direct materials (497 sites) and from 220 indirect material suppliers.

When suppliers are found to be high-risk as a result of their score on the CSR SAQ or high-risk in terms of labour (human rights), we have them undergo an audit in accordance with RBA criteria and support their efforts to improve to medium risk or better. Again, in 2021, no supplier was deemed to be high risk based on the CSR SAQ, so Epson did not ask any supplier to undergo an RBA audit. However, the number of suppliers that voluntarily underwent an RBA audit grew. When a nonconformance has been observed in an audit, we monitor the progress on corrective action plans and are stepping up our supplier CSR initiatives.

Personnel from Epson's manufacturing sites visit suppliers who do not undergo a third-party audit to verify the situation on-site and to provide support for improvements.

In addition to helping them improve their CSR performance, Epson also proactively helps struggling direct material suppliers to meet requirements in areas such as fire prevention and business continuity management (BCM).

For on-site service vendors, Epson employees conducted a second-party audit to improve working conditions by, for example, closely monitoring working hours, granting time off, paying appropriate overtime, and ensuring that workers are not made to pay hiring fees.

Performance indicators

Epson sets and acts upon medium-range targets, major action items, and key performance indicators (KPIs) for achieving its supply chain CSR vision.

Mid-term targets (achieve by 2025)

- Sustainable procurement: Ensure that all major suppliers are ranked low risk in terms of CSR.
- Conflict minerals: Make products conflict-mineral-free and disclose product information.

FY2021 Major Action Items and KPIs	Results
<p>1. Ask major suppliers to complete a CSR SAQ (self-assessment questionnaire):</p> <p>1) Percentage of suppliers to whom feedback on CSR SAQ results is provided: 100%</p> <p>2) Percentage of high-risk suppliers who complete corrective action:</p>	<p>1) Provided feedback to 100%</p> <p>2) Percentage asked to reduce risk: 100%</p>
<p>2. Percentage of CSR questionnaires (including conflict minerals surveys) from customers that are completed and returned: 100%</p>	<p>1) Asked 100% of suppliers using non-conformant smelters to take corrective action</p> <p>2) Return rate CMRT: 99% (3TG survey) CRT: 98% (cobalt survey)</p>
<p>3. Percentage of CF certified smelters in conflict minerals survey: 100%</p>	<p>1) 67%</p> <p>2) 96%</p>

FY2022 Major Action Items and KPIs
<p>1. Strengthen the detailed CSR evaluation (due diligence).</p> <p>1) CSR SAQ results: high risk 0%, middle risk: 6% or less</p> <p>2) Completion rate of risk mitigation activities for specified priority items: 100%</p>
<p>2. Strengthen conflict mineral surveys.</p>

<ul style="list-style-type: none"> 1) Asked all suppliers to use only conformant smelters 2) Completed surveys collection rate of 100%
<p>3. Strengthen CSR engagement with suppliers.</p> <ul style="list-style-type: none"> 1) 100% of manufacturing sites held supplier CSR meetings 2) Discussions with suppliers on CSR: 20 companies

Training and whistleblowing systems

Epson is committed to exercising high ethical standards and a social conscience, and it has declared that it will conduct procurement activities in strict compliance with both the letter and spirit of laws and regulations in regions where it operates. Employee training is an important part of this commitment.

We have been educating people in the human resources departments at Epson Group companies at home and abroad about the RBA Code of Conduct and its requirements, and in 2021 we also held study sessions to familiarize directors and personnel in corporate and global HR departments with the revised Epson Group Human Rights Policy.

All employees in Japan are required to take the Introduction to Procurement (Subcontract Act) online training courses. Employees in Japan and abroad took an online course in the basics of the RBA to learn about the RBA Code of Conduct and its relationship to CSR issues in the supply chain.

Epson provided professional training for procurement staff to manage supplier CSR. These programs are based on the RBA Code of Conduct and RBA (VAP) audit standards. Some are conducted by outside consultants. In 2021, a specialist course in responsible sourcing of minerals was conducted to provide procurement personnel and others with an introduction to the RBA's responsible mineral sourcing standard and surveys.

Epson engages its suppliers throughout the year in many forms and at many different levels. An annual Supplier Conference is held in Japan as a top-level event at which we explain our procurement policies. We provide suppliers with an overview of our operations and share with them our important policies. Epson's president and chief operating officers explain the company's policies and the divisions' policies. The managing executive officer in charge of procurement requests that suppliers practice socially responsible procurement, take steps to cope with challenges in procuring parts, and strengthen their business continuity management. The Annual Supplier Conference has served as a valuable opportunity for meeting and speaking directly with suppliers, but we began holding this conference online in the 2021 fiscal year due to COVID-19.

We have also held a Supplier Conference for CSR every year since 2016 in Japan, China, Indonesia, and other countries where we have major production sites. The conferences are used to explain trends in CSR and Epson's socially responsible procurement activities, as

well as to ask for cooperation. In addition to requesting compliance with our socially responsible procurement policies and the Epson Group Supplier Guidelines, we also ask for cooperation in evaluating CSR and emergency response capabilities (BCM) and in conflict minerals surveys. Natural disasters and infectious disease have had a huge impact on procurement and logistics in recent years. This has brought the importance of BCM back to the forefront, so we have asked our suppliers to reinforce their BCM programs.

In addition to explaining social demands and RBA requirements at the Supplier Conference for CSR, we also hold seminars and conferences to provide further detail. Epson believes that it is important for suppliers to take the initiative in launching their own CSR programs based on a solid understanding of the reasons for them. We see human rights as a priority issue. It is also an area where the expectations of society are rapidly evolving. We therefore hold seminars taught by outside consultants to provide suppliers with expert information.

Supplier Seminars and Conferences

FY2021	Human rights seminar and SAQ briefing
FY2022 (plan)	Human rights seminar, SAQ briefing, conflict minerals survey conference

Epson has set up the Epson Helpline and various other channels that can be used to report harassment, long working hours, and other concerns involving issues such as human rights and labour. All personnel are regularly notified of disciplinary actions and other actions taken by the company in response to incidents related to labour, harassment, and other forms of human rights abuses to prevent similar incidents in the future. Furthermore, Epson has hotlines and support centers that customers, investors, people in the local community, and other stakeholders can use to report grievances, which Epson then appropriately addresses.

Epson has also established compliance hotlines that it encourages suppliers to use to report or discuss possible misconduct. In addition to violations or potential violations of legislative requirements and the Epson Group Supplier Guidelines, suppliers can report concerns about human rights abuses and conflict minerals. Epson expects these hotlines to help ensure that business ethics are upheld. Whistleblowers, who may remain anonymous, are protected, including by strictly handling their personal data and prohibiting any form of retaliation in accordance with applicable laws and Epson’s internal regulations.

Further steps

Epson will continue to review the effectiveness of the steps it has taken to ensure that there is no slavery or human trafficking in its supply chains. To further improve its policies and procedures, it will refer directly to the UK’s Modern Slavery Act 2015, the Australian Modern Slavery Act 2018, the U.S. California Transparency in Supply Chain ACT 2010 (SB 657), the Dutch Child Labour Due Diligence Law (Wet Zorgplicht Kinderarbeid) and other legal requirements to ensure complete compliance.

This Statement was approved at the Seiko Epson Corporation's board of directors meeting on 29 July 2022 and signed by the President of Seiko Epson Corporation.

Yasunori Ogawa
President, Board of Directors
Seiko Epson Corporation

Date: 4 August 2022

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement of Epson (U.K.) Limited for the financial year ending 31 March 2022.

Epson (U.K.) Limited is a wholly owned subsidiary of Epson Europe B.V. of Amsterdam, The Netherlands. Our ultimate parent company is Seiko Epson Corporation, headquartered in Japan.

Epson (U.K.) Limited sells printers, business imaging, visual instruments, consumables and other products manufactured by Seiko Epson Corporation and purchased from Epson Europe B.V., which purchases products and consumables from Seiko Epson Corporation. This is our supply chain for products sold in the UK and these entities are a part of the Epson Group.

Epson Europe B.V. has a team of Corporate Social Responsibility specialists with responsibility for ensuring the company maintains the highest standards across Epson businesses in Europe, the Middle East, Africa and Russia.

As the supplier of its products, Seiko Epson Corporation and Epson Europe B.V. has assured Epson (U.K.) Limited that it is committed to combatting slavery and human trafficking in all its businesses and supply chains. Seiko Epson Corporation, in turn, confirms that it is committed to the same.

This Statement was approved at the Epson (U.K.) Limited's board of directors meeting on 5 August 2022 and signed by the Managing Director.

Robert Clark
Managing Director
Epson (U.K.) Limited

Date: Aug 15, 2022

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement of Epson Telford Limited for the financial year ending 31 March 2022.

Epson Telford Limited is a wholly owned subsidiary of Epson Europe B.V. of Amsterdam, The Netherlands. Our ultimate parent company is Seiko Epson Corporation, headquartered in Japan.

Epson Telford Limited manufactures and packs ink cartridges for consumer use and ink products and textile inks for industrial use. These products are shipped to other Epson affiliates, where they are then distributed worldwide.

This Statement was approved at the Epson Telford Limited's board of directors meeting on 1st August 2022 and signed by the Managing Director.

Kevin Browne
Managing Director
Epson Telford Limited

Date: 1st August 2022

This statement is made pursuant to the Modern Slavery Act 2018 and constitutes the slavery and human trafficking statement of Epson Australia Pty. Ltd. for the financial year ending 31 March 2022.

Epson Australia Pty. Ltd. is a wholly owned subsidiary of Seiko Epson Corporation, headquartered in Japan.

Epson Australia Pty. Ltd. sells printers, business imaging, visual instruments, consumables and other products manufactured by Seiko Epson Corporation. This is our supply chain for products sold in Australia and New Zealand.

This Statement was approved at the Epson Australia Pty. Ltd.'s board of directors meeting on 3rd August 2022 and signed by the President.

Craig Heckenberg
Managing Director
Epson Australia Pty. Ltd.

Date: 03 August 2022

This statement is made pursuant to the Dutch Child Labour Due Diligence Law (Wet Zorgplicht Kinderarbeid) and constitutes the slavery and human trafficking statement of Epson Europe B.V. for the financial year ending 31 March 2022.

Epson Europe B.V. is a wholly owned subsidiary of Seiko Epson Corporation, headquartered in Japan.

Epson Europe B.V. sells printers, business imaging, visual instruments, consumables and other products manufactured by Seiko Epson Corporation. This is our supply chain for products sold in the UK and these entities are a part of the Epson Group.

Epson Europe B.V. has a team of Corporate Social Responsibility specialists with responsibility for ensuring the company maintains the highest standards across Epson businesses in Europe, the Middle East, Africa and Russia.

This Statement was confirmed by Epson Europe B.V.'s board of directors and signed by the President.

Yoshiro Nagafusa
President
Epson Europe B.V.

Date: 26 August 2022