October 1, 2020

Slavery and Human Trafficking Statement And Activity Report for 2020

Introduction

In November 2016, we, JVCKENWOOD Corporation published our initial Slavery and Human Trafficking Statement incorporating basic policies and practices.
We continue to be committed to improving our practices to combat slavery and human trafficking, and to respecting the human rights of workers.

Organisation's structure

We are a global manufacturer, distributor and solution provider in the electronics sector, primarily focusing on audio, video and wireless communication technologies and products. We are the Japan based parent company of the JVCKENWOOD Group (Group), which includes our U.K. subsidiary JVCKENWOOD U.K. Ltd. (JKUK). The Group has over 17,600 employees worldwide and operates in all corners of the globe.
The Group achieved global revenue of 291,304 million Japanese yen in the fiscal year ending March 2020.

Our business

Our business is organised into three major business areas, Automotive Sector, Public Service Sector and Media Service Sector, as well as through the DX Business Division, which provides solution that cut across the boundaries between business fields.

Our products are manufactured by twenty-one Group production companies etc. located in Japan, Southeast Asia, China etc. in nine countries, and are distributed around the world through seventeen overseas Group business operation companies. (As of June 1, 2020)

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.
Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking are not taking place anywhere in our supply chains and business.
We have made a public statement concerning corporate social responsibility (CSR) in our supply chain, including the commitment not to use product parts containing minerals mined by brutal and inhumane means.

See link to our home page:
https://www.jvckenwood.com/en/sustainability/social/human_rights.html

Further, concerning our commitment to respecting the human rights of workers, pursuant to our Group's Compliance Code of Conduct, "we strive to understand and comply with labour-related laws, standards, regulations, etc."

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we are committed to maintaining due diligence processes for slavery and human trafficking.

We are committed to improving our systems to:

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JVCKENWOOD

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Adherence to our ethical standards

We have zero tolerance to slavery and human trafficking.
To ensure this, all those in our supply chain and contractors are expected to comply with our ethical standards.
We are committed to having in place a supply chain compliance programme.
We have a dedicated compliance section, which maintains a hotline accessible to the Group. The compliance section works with representatives of Legal, Human Resources, Procurement, Group Management and other departments as necessary.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are committed to providing training to our staff.
We conduct periodic seminars on the Compliance Code of Conduct for Group members.

Activity Report for Fiscal Year Ending March 31, 2020

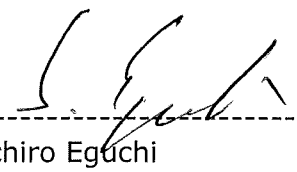
- We monitored our supply chains by conducting evaluations of our suppliers to ensure that they continue to meet our commercial and ethical requirements, including compliance with human rights provisions prohibiting slavery and human trafficking. This annual supplier evaluation process has been implemented since 2009.
- We have reviewed CSR procurement guidelines following industry trends.

Further steps

- Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains and business, we intend to take further appropriate steps to combat slavery and human trafficking.
- During the fiscal year ending March 31, 2021 we are planning the following actions.
  - To continue monitoring our supply chains by conducting evaluations of our suppliers.
  - To work on the formulation of "JVCKENWOOD Group Human Rights Policy".

This statement is made pursuant to section 54(1) of the U.K. Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending March 2020.
It also constitutes JKUK's statement for the same purpose, however subject to the qualification that instead of having a dedicated compliance section, JKUK instead has a person assigned to manage compliance, who liaises with other concerned persons as appropriate.

JVCKENWOOD Corporation



Shoichiro Eguchi
Representative Director of the Board
President, Chief Executive Officer (CEO)