

Guidance on Yaskawa EMEA Group Code of Conduct

Integrity carries us forward to sustainable success



Message from the Top Management

Dear Colleagues,

With the corporate mission to “leverage the pursuit of our business to contribute to the advancement of society and the well-being of humankind,” we are proud that YASKAWA Electric Corporation has faithfully managed its business for over 100 years since its foundation in 1915.

In 1997, we implemented “YASKAWA Electric Corporation Code of Conduct” and, as a member of the society, committed to conducting our business activities based on compliance and integrity.

Today, Yaskawa Group’s business sphere and countries/regions of operations are expanding while the social environments surrounding us are becoming more and more complex and are dynamically changing. In response to such changing environments, we have revised the Code of Conduct and released the “Guidance on Yaskawa Group Code of Conduct” (hereinafter the “Guidance”) with greater focus on our business operations.

In this Guidance, Yaskawa Group has compiled its basic ideas and specific guidelines to help each officer/employee always observe rules, conduct operations fairly and faithfully and put compliance and integrity behaviors into practice. If you have any doubts about compliance matters, please read the Guidance again and consult your line manager, colleagues or Compliance Officer of YASKAWA Electric Corporation or your company.

Yaskawa Group strongly requests that every officer and employee have high ethical standards and behave in a fair and faithful manner. Even just one violation of compliance by only one individual can destroy the reputation and credibility of the entire Yaskawa Group so the pursuit of profits at the cost of compliance and integrity can never be justified. Please be acutely aware that the action each of you take tell the world who we are, and never hesitate to choose doing right thing if you are faced with a dilemma between compliance and profit. Your behaviors based on compliance and integrity are the basis for Yaskawa Group’s further growth. They also represent the Yaskawa Group Principles of Management, the values of the Yaskawa Group.

March 2016
Representative Director,
President

Message from the Regional Head EMEA

Dear Colleagues,

Yaskawa is a technology-driven company which specialises in providing industrial automation solutions to our customers based on our portfolio of Drives, Motion, Control and Robotics products. Our business is driven by continuous innovation, and we work together with our business partners to create added value in accordance with the Yaskawa Group Principles of Management.

The Yaskawa Group Code of Conduct, as published in 2016, sets out the fundamental framework for us all at Yaskawa to ensure we always behave appropriately and with the highest levels of integrity in accordance with all legal requirements and ethical principles.

Compliance has now developed into a core fundamental of our EMEA subsidiaries and operations, and we constantly pursue a culture where violations to our compliance standards are proactively prevented to ensure our global reputation is constantly upheld, wherever and whenever we do business as Yaskawa.

As we set out our objectives for our next business year and prepare ourselves for the many complex challenges that doing business will bring, be strongly reminded that our motivation to maintain the highest levels of compliance and integrity should never be compromised, and we should never deviate from doing the right thing if we are faced with the dilemma of profit over compliance.

I am proud to lead an organization with high compliance standards and ethical values. Aligning our business management with strong compliance standards will remain an essential part of our working practice as we seek to achieve the next steps of our development across EMEA.

I encourage all of us at Yaskawa to commit strongly to upholding our core values with a constant and consistent approach, and to support one another to always maintain the highest levels of compliance and integrity as we navigate the business year.

March 2024
Marcus Mead
Chairman & President



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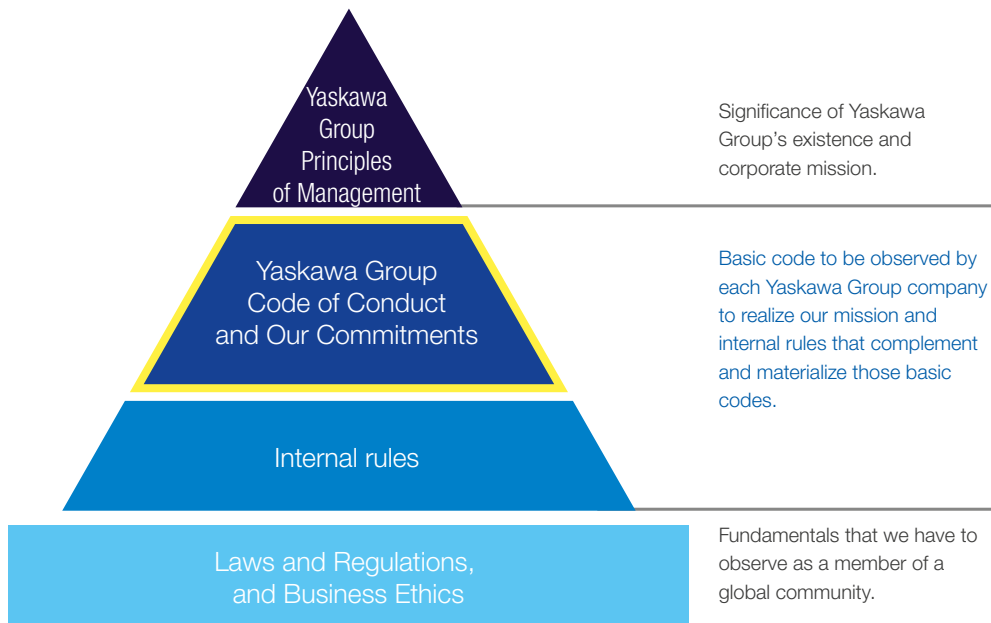
Basic Policies

1. Yaskawa Group Principles of Management

At Yaskawa our mission is to leverage the pursuit of our business to contribute to the advancement of society and the well-being of humankind. We will realize our mission by executing these core tenets:

- ① Develop and enhance world-class technologies, with an emphasis on our foundation of quality.
- ② Boost management and operation efficiency and achieve the returns necessary for the successful growth of the company.
- ③ Satisfy the needs of the market and dedicate ourselves to serving our customers as a customer centric organization.

2. Policy Framework



We, the many members of Yaskawa Group*¹, are united across the world by our common mission: The "Yaskawa Group Principle of Management". In order to ensure the successful and sustainable growth of Yaskawa Group and realize this mission, it is essential that each company commits to observing the fundamentals of the "Yaskawa Group Code of Conduct", laws and regulations and business ethics. We observe "Our Commitments" and behave in accordance with "YASKAWA Group Code of Conduct".

*¹ Collectively refers to YASKAWA Electric Corporation and its domestic and overseas subsidiaries, hereinafter referred to as "Yaskawa Group" or simply the "Group."

3. What is “Compliance”

“Compliance” as referred to in this Guidance means the Yaskawa Group conducts its business in accordance with applicable laws, regulations, business ethics, the “Yaskawa Group Code of Conduct”, “Our Commitments”, and our internal rules. The YASKAWA Group acts with integrity consistent with the Yaskawa Group Principle of Management.

4. Responsibilities of Officers and Managers

- All officers and managers must be aware of and incorporate changes in the business environment and social requirements and maintain a compliance management system. At the same time officers and managers must assume leadership in practicing compliance.
- All officers and managers must regularly verify that employees act in line with all applicable compliance requirements. All officers and managers must strive to prevent compliance violations.
- All officers and managers must promptly report any violation to a local/regional compliance officer and, if necessary, the Chief Compliance Officer of YASKAWA Electric Corporation, and implement appropriate action(s) to rectify the compliance violation.
- All officers and managers must practice compliance and make reasonable efforts to educate subordinates on the principles of compliance. They must also ensure that the subordinates reporting to them receive the help and advice they need to act in line with all compliance requirements.

5. Responsibilities of Employees

- All employees are expected to familiarize themselves with the “Yaskawa Group Code of Conduct” and “Our Commitments” in order to be able to act in line with the applicable compliance requirements in their day-to day work. Increasing the good reputation of Yaskawa Group and the public’s trust in us can be achieved if each employee consciously practices compliance in line with “Our Commitments”.

6. Zero-Tolerance Policy

- Behaviors which violate the principles of compliance will not be tolerated, and no member of Yaskawa Group may instruct another to act in such a manner.
- All officers, managers and employees are expected to seek a resolution to actual or suspected compliance concerns through consultation with line managers or speak up channels.
- Neither ignorance of laws and regulations, business ethics, internal rules and/or the Yaskawa Group Code of Conduct nor the intention to protect company interests may constitute justification of any non-compliant behaviors.
- Any officer, manager or employee who behaves in a non-compliant manner will be subject to disciplinary action(s) according to the respective company’s internal rules. The severity of those disciplinary action(s) will be determined by the nature and impact of the compliance violation, as well as the circumstances of each case.



Yaskawa Group Code of Conduct

The Yaskawa Group Principle of Management states that our Group mission is to leverage the pursuit of the business to contribute to the advancement of society and the well-being of humankind. Yaskawa Group believes that it is essential to conduct business in a fair and faithful manner and to create trusting relationships with the global community. Yaskawa Group is committed to respecting human rights, complying with applicable laws and regulations, and the spirit thereof, and proactively acting towards the creation of a sustainable society based on good social conscience. As such, we hereby lay out the following 16 principles:

- ① Yaskawa Group contributes to the advancement of society and the well-being of humankind through its operations. As such, Yaskawa Group respects communities worldwide, their cultures and customs, and ensures that internal rules comply with all applicable laws and regulations. In the absence of legislation or policy Yaskawa Group chooses a course of action based on integrity.
- ② Yaskawa Group recognizes that the conservation of the global environment is one of the most important issues for all humankind. At every stage of our business operations Yaskawa Group contributes to the realization of a sustainable society through environmentally conscious actions.
- ③ Yaskawa Group complies with the competition laws of each country and does not contact its competitors in any way that could be perceived as a cartel. Yaskawa Group does neither make any agreements nor participate in concerted practices with competitors intended to achieve or affect the prevention or restriction of fair competition.
- ④ Yaskawa Group respects intellectual property rights such as patent rights, copyrights and trademark rights by protecting its own rights and not infringing upon the rights of others.
- ⑤ Yaskawa Group protects not only its own information but also important information of other companies and personal information. Yaskawa Group does not tolerate insider trading.
- ⑥ Yaskawa Group complies with company information disclosure rules and strives to disclose correct information in a timely manner.
- ⑦ Yaskawa Group maintains appropriate data storage practices and keeps records of the reasons behind key business judgments and decisions.
- ⑧ Yaskawa Group carries out proper accounting and taxation processes in accordance with generally accepted accounting principles, and also carries out thorough control of company assets to protect their value.
- ⑨ Yaskawa Group complies with all applicable laws and regulations concerning security trade control. Yaskawa Group strictly manages the security trade control process from the initial inquiry through to cargo/technology shipment.
- ⑩ Yaskawa Group maintains appropriate order fulfillment and sales records as well as appropriate credit management.
- ⑪ Yaskawa Group strives to make continuous improvements to further increase customer confidence by implementing thorough safety and quality control from a customer-oriented perspective and responding to customer feedback in a timely and appropriate manner.

- 12 Yaskawa Group pursues optimal procurement via supplier assessment and the implementation of appropriate payment procedures. Yaskawa Group expects all its suppliers to adhere to Yaskawa Group compliance policies.
- 13 Yaskawa Group strives to build and maintain wholesome relationships with our distributors, agents, and representatives. YASKAWA Group ensures the compliance of those business partners through contractual terms.
- 14 Yaskawa Group actively promotes giving back to the communities. Yaskawa Group does not engage in bribery or any activity that could be misconstrued as bribery and strictly prohibits all staff from offering or receiving inappropriate business entertainment, gifts, donations or other favors.
- 15 Yaskawa Group complies with all applicable labor laws and rules to ensure the health and safety of our staff.
- 16 Yaskawa Group respects individual human rights and the diversity of values. “Yaskawa HR Values” are practiced in our offices worldwide.





Our Commitments

Compliance practice standards for all officers and employees established under the 16 principles of the Yaskawa Group Code of Conduct are referred to as “Our Commitments”.



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Our Commitments

1. Compliance and Sincere, Responsible Behaviors



Group Corporate Code of Conduct

Yaskawa Group contributes to the advancement of society and the well-being of humankind through its operations. As such, Yaskawa Group respects communities worldwide, their cultures and customs, and ensures that internal rules comply with all applicable laws and regulations. In the absence of legislation or policy Yaskawa Group chooses a course of action based on integrity.

Our Commitments

- ① We strive to fully understand all laws and regulations related to our operations.
- ② We strive to ensure that our business activities are not in violation of applicable laws and regulations.
- ③ We ensure that we obtain all necessary official approvals and comply with legally mandated reporting. We ensure that we have legally qualified personnel on staff or on retainer for our operations as required.
- ④ We check the details, responsibilities and authority of our own operations and follow all necessary authorization and reporting procedures as mandated by our internal rules.
- ⑤ We update our internal rules in a timely manner in response to changes in the legal and operating environments.

2. Sustainable Society through Eco-friendly Business Activities



Group Corporate Code of Conduct

Yaskawa Group recognizes that the conservation of the global environment is one of the most important issues for all humankind. At every stage of our business operations Yaskawa Group contributes to the realization of a sustainable society through environmentally conscious actions.

Our Commitments

- ① Participation by everyone. We believe that all of us have the responsibility to actively promote the protection of our environment. We strive to achieve biodiversity conservation, and a low-carbon and recycle-based society.
- ② Environmental contribution by innovative technologies. We aim to contribute to the improvement of the global environment to ensure a prosperous future for society. As such, we value technological innovation to create products and services for a wide range of applications in communities worldwide.
- ③ Environmental consideration of products and services. We strive to reduce the environmental impact of our products and services over their entire life-cycle, from research and development, product design, procurement, manufacturing, distribution and usage through to end-of-life handling.
- ④ Aiming for future-oriented goals and objectives. We not only comply with applicable environmental laws and regulations, but also strive to anticipate society's expectations and improve environmental excellence. We will continue to improve our environmental management and minimize environmental risks.
- ⑤ Improvement of environmental awareness. We strive to improve environmental awareness among all of our members via education. We take a broad approach to discussing our relationship with the environment so that each of us can independently implement environmental activities.
- ⑥ Information disclosure and communication. We are committed to disclosing information about our environmental activities and communicate proactively and openly with stakeholders to develop a deep mutual understanding.



Our Commitments

3. Fair Competition



Group Corporate Code of Conduct

Yaskawa Group complies with the competition laws of each country and does not contact its competitors in any way that could be perceived as a cartel. Yaskawa Group does neither make any agreements nor participate in concerted practices with competitors intended to achieve or affect the prevention or restriction of fair competition.

Our Commitments

- ① We avoid unnecessary contact with competitors. We refuse to discuss or disclose competition-related information with competitors and avoid behaving in any way that could be perceived as a cartel. We also strictly refrain from such actions via our distributors, agents, representatives and any other contracted business partners.
- ② We act in accordance with laws and our internal rules and do nothing to inhibit fair and equitable bidding when entering a bid for construction or business, whether in the public or private sector.
- ③ We clearly specify information sources when recording industry statistics, benchmarking exercise results etc. in internal documents.
- ④ We carefully control competitive intelligence and, when submitting statistical information to industry associations, take extra care to avoid any cartel-like activity.

4. Intellectual Property Rights



Group Corporate Code of Conduct

Yaskawa Group respects intellectual property rights such as patent rights, copyrights and trademark rights by protecting its own rights and not infringing upon the rights of others.

Our Commitments

- ① We are careful not to infringe the intellectual property rights of any third party and strictly refrain from replicating third-party products without due consideration, and take great care not to utilize intellectual assets without appropriate licenses and approvals.
- ② We do not duplicate or use computer programs without authorization. Furthermore, we do not install any unverified software on company computers, tablets or cell phones.
- ③ We prevent the infringement of intellectual property rights by any third party by acquiring those rights. Before we have acquired those intellectual property rights, we keep the contents and know-how of our inventions strictly confidential.
- ④ We carefully examine all technical reports and papers to check for confidential information before they are submitted to scientific workshops or journals. The function responsible for Intellectual Property must review all confidential content before the document can be made public.



Our Commitments

5. Information Security



Group Corporate Code of Conduct

Yaskawa Group protects not only its own information but also important information of other companies and personal information. Yaskawa Group does not tolerate insider trading.

Our Commitments

- ① We recognize that all information created or received during the course of operations is the property and responsibility of our company and ensure its proper management and effective security.
- ② We take extra care not to carelessly divulge confidential information over email. We understand that confidential information must be protected and its transmission must be authorized.
- ③ We immediately contact and follow the instructions of our workplace's function responsible for IT if we misplace a company computer or mobile phone, notice an attack on our server or become aware of an information leak.
- ④ We do not post any confidential information and any information that could cause misunderstandings when using social media.

6. Timely and Appropriate Disclosure



Group Corporate Code of Conduct

Yaskawa Group complies with company information disclosure rules and strives to disclose correct information in a timely manner.

Our Commitments

- 1 We immediately contact our line manager or the relevant department should we become aware of important facts that may impact our company or any of our publicly-listed business partners.
- 2 We do not purchase or sell shares of any company for which we have access to information not yet publicly available. We do not divulge inside information to other parties, not even family members.
- 3 We understand that certain information must be disclosed to remain compliant with laws and regulations or stock exchange regulations and disclose such information in a timely and appropriate manner.
- 4 We confirm the details are correct and obtain approval from the appropriate manager before disclosing any company information.
- 5 We only publicly disclose company information via representatives who are authorized to communicate on behalf of our company. We do not speak to the media without our company's approval.



Our Commitments

7. Document Management and Fair and Transparent Decision-Making



Group Corporate Code of Conduct

Yaskawa Group maintains appropriate data storage practices and keeps records of the reasons behind key business judgments and decisions.

Our Commitments

- ① We do not create, obtain or store any information (including emails) that could be misunderstood by a third party.
- ② We organize our company information according to our internal rules. We regularly revise and clarify the storage criteria and retention periods. We store documents and transaction records appropriately in order to corroborate the suitability of key business judgments and decisions.
- ③ We do not act in any way that could be misconstrued as destroying evidence (e.g. destroying documents or deleting data at our own discretion) when faced with legal or ethical issues.

8. Compliance with Accounting and Taxation Rules



Group Corporate Code of Conduct

Yaskawa Group carries out proper accounting and taxation processes in accordance with generally accepted accounting principles, and also carries out thorough control of company assets to protect their value.

Our Commitments

- ① We fully understand the accounting standards that apply to our company (laws and regulations and our internal rules). We comply with applicable corporate accounting practices and tax laws.
- ② We keep a ledger of cash and bank account funds, inventory assets, fixed assets, leased assets, and important assets such as computers and software, regularly reconciling them with actual items.
- ③ We carry out acquisition, use and disposal of our company assets in line with rules and regulations and authorizations. We do not use any assets for other than business purposes.
- ④ When trading occurs within the Group, we ensure accurate consolidation of accounts and comply with applicable rules and regulations on transfer pricing and tax laws. If necessary, we timely consult with the function responsible for accounting.



Our Commitments

9. Thorough Management of Security Trade Control



Group Corporate Code of Conduct

Yaskawa Group complies with all applicable laws and regulations concerning security trade control. Yaskawa Group strictly manages the security trade control process from the initial inquiry through to cargo/technology shipment.

Our Commitments

- ① We comply with all applicable export control laws and regulations in order to maintain international peace and security by preventing the proliferations of weapons of mass-destruction and accumulation of conventional weapons. We have developed internal rules and comply with them.
- ② We export products in compliance with all applicable laws and regulations governing export control. These include our own internal rules and the laws and regulations of each country where we conduct business.
- ③ When importing or exporting, we follow customs clearance procedures in compliance with all applicable laws and regulations. We do not trade goods for which import and/or export is prohibited by international agreements.

10. Sales and Credit Management



Group Corporate Code of Conduct

Yaskawa Group maintains appropriate order fulfillment and sales records as well as appropriate credit management.

Our Commitments

- ① We fulfill orders based on actual orders and planned order information from customers.
- ② We document the agreed terms and conditions by exchanging contracts, quotations, order confirmations, etc.
- ③ We record sales based upon shipment/delivery or completion of service. We strictly refrain from improper accounting procedures such as recording of fictitious sales, anticipatory or delayed sales recording, and over- or understating of sales.
- ④ We carry out credit assessments on customers in conjunction with thorough credit management including checking payment behaviors and balance confirmations.



Our Commitments

11. Safety and Quality Control



Group Corporate Code of Conduct

Yaskawa Group strives to make continuous improvements to further increase customer confidence by implementing thorough safety and quality control from a customer-oriented perspective and responding to customer feedback in a timely and appropriate manner.

Our Commitments

- ① We keep the customer in mind when striving to improve our quality control system, technology development and technical platform. We comply with internal rules to ensure the quality and safety of our products.
- ② We respond appropriately to customer requests and inquiries in a timely and factual manner.
- ③ We place customer safety first by creating catalogs, product descriptions, adverts and so on which are easy for customers to understand. We also strive to continuously improve product description documents.
- ④ We keep the customer in mind throughout all operations and reviews in order to ensure safety, quality and reliability in our product development process.

12. Procurement and Proper Payments



Group Corporate Code of Conduct

Yaskawa Group pursues optimal procurement via supplier assessment and the implementation of appropriate payment procedures. Yaskawa Group expects all its suppliers to adhere to Yaskawa Group compliance policies.

Our Commitments

- ① We carry out a comprehensive assessment and make a rational decision when selecting suppliers based not only on quality, price and delivery times but also on the state of their operational systems (e.g. technical and operational capability, business soundness, legal compliance, environmental conservation, health and safety) and other criteria.
- ② In procurement transactions, in addition to contracts, we document evidence that shows the information agreed with the business partner (e.g. unit price of the order) and evidence that the products have been delivered and/or services have been rendered. We also follow appropriate procedure by thoroughly recording of expenses, cost and times in line with the facts.
- ③ We carefully monitor procurement transactions for illegal activities, conflict of interests, and risks of involvement with organized crime groups (through money laundering etc.). We have no relationship whatsoever with organized crime groups and refuse any improper demands.
- ④ We examine the facts about suppliers and their eligibility as a trading partner before beginning a transaction and re-examine them regularly. We also strive to understand as much as possible about the subcontractors of our suppliers.



Our Commitments

13. Relationships with Distributors, Agents and Representatives



Group Corporate Code of Conduct

Yaskawa Group strives to build and maintain wholesome relationships with our distributors, agents, and representatives. YASKAWA Group ensures the compliance of those business partners through contractual terms.

Our Commitments

- ① We do not violate applicable competition laws during sales transactions via our distributors (e.g. by restricting resale prices or exchanging sensitive information with competitors via third parties).
- ② We try to understand distribution channels to end-users and implement export management, confidential information management, and measures to prevent technical information leaks caused by the disposal of products at the delivery destination.
- ③ We expect our business partners (e.g. distributors and business agents) not to engage in the bribery of public officials or any similar person.
- ④ We provide guidance to ensure distributor sales materials (especially their descriptions of quality assurance and aftersales service) are lawfully and properly maintained.

14. Relationships with Stakeholders and Interested Parties



Group Corporate Code of Conduct

Yaskawa Group actively promotes giving back to the communities. Yaskawa Group does not engage in bribery or any activity that could be misconstrued as bribery and strictly prohibits all staff from offering or receiving inappropriate business entertainment, gifts, donations or other favors.

Our Commitments

- ① We maintain fully transparent and equitable relationships with public officials and never offer business entertainment, gifts or other favors or bear expenses that could be misconstrued as bribery or having another unlawful motive.
- ② We do not offer customers, whether in the public or private sector, business entertainment, gifts, money or other favors beyond legally permissible conditions and conventional norms.
- ③ We do not solicit or accept business entertainment, money or goods from suppliers beyond legally permissible conditions and conventional norms.
- ④ We contribute to society, including communities, via our business activities. We grant donations and sponsorships only via a transparent approval process ensuring that the donations do not benefit organized crime groups.



Our Commitments

15. Compliance with Labor Laws



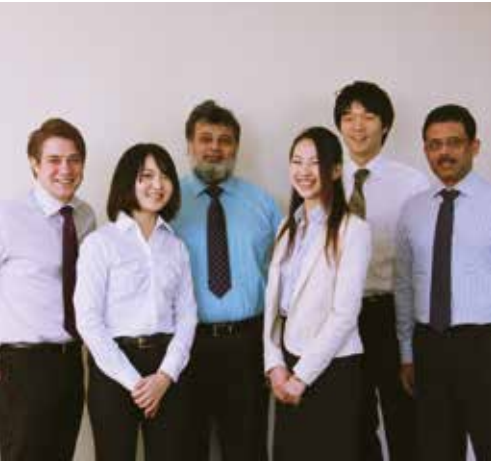
Group Corporate Code of Conduct

Yaskawa Group complies with all applicable labor laws and rules to ensure the health and safety of our staff.

Our Commitments

- ① We understand and abide by our contracts with our employees, all applicable labor laws and regulations, and applicable international standards including human rights. We do not use forced labor or child labor. We also expect our business partners not to violate the human rights of any individual.
- ② We ensure a safe workplace and healthy working environment. We comply with applicable laws and regulations, and our internal rules related to safety in the workplace.

16. Satisfying Workplace Environment



Group Corporate Code of Conduct

Yaskawa Group respects individual human rights and the diversity of values. “Yaskawa HR Values” are practiced in our offices worldwide.

Our Commitments

- ① We do not act in a way that causes character assassination or makes others feel uncomfortable, e.g. sexual harassment, power harassment or moral harassment.
- ② We respect each individual’s human rights, diversity and individuality. We facilitate work-life balance. Furthermore, we do not discriminate or tolerate discrimination in recruitment, personnel evaluation, promotion, assignment, etc. on grounds of national or ethnic origin, race, religion, gender, views, age, disability, sexual orientation or any other characteristics.
- ③ We protect the privacy of (our) employees. We strictly manage personal information obtained and do not disclose this information without a legitimate reason.

Yaskawa HR Values

- Being part of Yaskawa
We expect you to take initiative and cooperate with others to achieve common goals while also constantly seeking new challenges.
- Grow with Yaskawa
We pledge to grow and develop those passionate about contributing to our global business in a communicative teach-and-learn environment and match them with challenging career opportunities.
- Work at Yaskawa
We respect your individuality and diversity, and we pledge to provide a safe and healthy working environment that will provide motivation.
- Recognition by Yaskawa
We facilitate fair evaluation and performance rewards via active communication.

Whistleblowing system

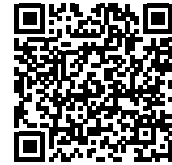
With this Code of Conduct, we are committed to fostering a culture of compliance and integrity. Any potential misconduct against existing laws or internal policies can put the organization at risk and impede the trust and support of business partners and employees.

With our Whistleblowing System we are offering a safe place for anyone to report an observation of potential illicit or immoral actions. Thereby, the company has the possibility to implement corrective actions and maintain a secure workplace for all colleagues.

Despite this valuable input, Whistleblowers could fear adverse impact for disclosing weaknesses in the organization. With the possibility of reporting anonymously, extra protection is given to those who prefer not to disclose their identity. Persons whose names are mentioned in a report can rely on a similar level of protection. Maintaining privacy and confidentiality throughout the reporting process are key pillars of our whistleblowing system.

The access point to the Whistleblowing System is available on the Yaskawa homepage at

[Whistleblowing System \(yaskawa.eu.com\)](https://yaskawa.eu.com/Whistleblowing-System)



With an internet platform or app multiple tools exist to initiate the reporting. Reports can be directed to the Yaskawa EMEA Headquarters where legal decisions are made on behalf of the group. In addition, reporting lines into group companies with more than 50 employees exist for the communication of concerns with local relevance.

Each report is dealt with by a team of dedicated individuals from Compliance, HR or Business functions. This ensures that each information is dealt with the required insight and competence in a timely manner.

We encourage all colleagues to contribute to best practices and good business conduct by reporting potential risk through the Whistleblowing System.





The YASKAWA Compliance App.
Available for iOS and Android.





Integrity Test

Our Commitments and internal rules do not explicitly cover all possible compliance matters. Should any of us become unsure about a situation not detailed in Our Commitments or the internal rules, we should ask ourselves the following questions to ensure we act with integrity.

- Is my behavior legal and am I sincere in my actions?*
- Am I abiding by the spirit of the Yaskawa Group Code of Conduct?*
- Could this action effect Yaskawa Group or me negatively if it became public?*
- Can I explain my actions to the general public, governmental authorities, customers and business partners?*
- Can I explain my actions to my family and friends with confidence?*



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