

## FY 2021 Statement on Modern Slavery Act

### **Premise: About this Statement**

ROHM Semiconductor GmbH herein declares this Statement in accordance with the provision of Article 54 of Modern Slavery Act enforced in the UK, as a business operator who runs a business in the UK. The purpose of this Statement is to disclose our operated activities to prevent slavery and human trafficking in the ROHM Group and its supply chain in FY2021.

The ROHM Group has declared “not to employ any forced, bonded, or inhumane labor” as “right to work” in its Labor Policy and established the management system that complies with international standards and all relevant laws to prevent any form of “modern slavery or worker exploitation.”

This Statement has been approved by the President for ROHM Semiconductor GmbH and signed by Mr. Wolfram Harnack. Please visit our website to view the Statement.

[http //www.rohm.com](http://www.rohm.com)

### **1. Organizational structure, business, and supply chains**

To be a company which is trusted and expected from society, the ROHM Group has established and made public the “ROHM Corporate Governance Policy” by understanding its corporate objectives, which have been held since the beginning of its foundation, to all employees. The ROHM Group will furthermore carry out the business activities; maximize the company’s sustainable growth and optimize the mid—term and long-term corporate values from the position of all stakeholders as our basic concept for corporate governance. Please refer to ROHM’s website for more information.

Corporate governance system

<https://csr.rohm.com/>

### **2. ROHM Semiconductor GmbH’s concept and commitments in relations to slavery and human trafficking**

ROHM declares “Respect for Human Rights and Individuality” in its Labor Policy and participates in “the UN Global Compact (UNGC)” to ensure that its business activities do not cause or contribute to adverse human rights impacts, including slavery and human trafficking. This commitment is expressed through a variety of actions in line with ROHM’s labor and ethics management system. Please refer to the website that defines the company’s policy for this commitment for more information.

Labor policy

<https://csr.rohm.com/foundation/human-rights.html>

ROHM participates in the UN Global Compact

[https://csr.rohm.com/csr\\_management/#anc-06](https://csr.rohm.com/csr_management/#anc-06)

### Management System

The ROHM Group shall build a management system to observe this Labor Policy and work on the continual improvement of this Policy. The management system shall be designed to ensure compliance with international standards of conduct, related laws and regulations, customer requirements, the identification and the mitigation of operational risks related to this Policy.

CSR Management

[https://csr.rohm.com/csr\\_management/](https://csr.rohm.com/csr_management/)

### Responsibility

The ROHM Group shall operate the management system in accordance with the Labor Policy approved by the management as provided for in RGTSD36052 (Labor and Ethics Management Manual).

### Identification of representative

The ROHM Group shall identify an internal representative responsible for ensuring implementation of the management system and related items, and the management shall carry out periodic reviews of the status of the management system.

### Statutory and customer requirements

The ROHM Group shall define procedures for identifying, monitoring, and understanding international standards of conduct, related laws and regulations, and customer requirements.

### Supplier responsibility

Towards its suppliers the ROHM Group shall define procedures for communicating requirements, as stipulated in this Labor Policy. Hereby the ROHM Group shall monitor the compliance of its suppliers with this Policy and implement social responsibility throughout the value chain.

<https://csr.rohm.com/supply-chain/csr-supply.html>

### Right to work

The ROHM Group shall not employ any forced, bonded, or inhumane labor. All work shall be voluntary, and the Group shall allow employees to freely leave their job by offering to terminate their employment in accordance with the standards provided for by the relevant laws and regulations of each country and region. In addition, the Group shall allow employees to leave the workplace during periods in which they do not engage in work in accordance with internal rules. As employment conditions, the Group shall not require employees to surrender their identification card or pay any fees, and shall reimburse upon discovery. The Group shall work to notify employees of labor conditions in writing and verbally so that they are able to understand the contents thereof.

### Audit and assessment

The ROHM Group shall conduct periodic self-assessments to ensure conformity with international standards of conduct, related laws and regulations, and customer requirements.

Corrective and preventive actions

The ROHM Group shall define procedures for correcting and preventing within an appropriate period of time the recurrence of defects/inadequacies detected in the course of internal or external audits.

Risk assessment and management

The ROHM Group shall define procedures for identifying risks involved in the Group's business activities, determining the relative significance of each risk, managing the identified risks, and complying with laws and regulations.

Improvement objectives

The ROHM Group shall define improvement objectives and implementation plans, and periodically assess and review the achievement of those objectives in order to fulfil its social responsibilities.

Training

The ROHM Group shall provide training to employees to implement the improvement of objectives in accordance with the Labor Policy, and to meet requirements in international standards of conduct and related laws and regulations, as well as customer requirements.

Communication

The ROHM Group shall define procedures for communicating this Labor Policy, improvement objectives, and the assessment of the achievement thereof to employees, suppliers, and customers in an accurate and understandable way.

Feedback and participation of employees

The ROHM Group shall define procedures for assessing employee's comprehension of matters stipulated in this Labor Policy, obtaining employee's feedback effectively, and making sustained improvements to this Policy based on those assessment results.

Approval by ROHM Semiconductor GmbH's President

I, Mr. Wolfram Harnack, herein certify that the content of "FY2021 Statement on Modern Slavery Act" is true and has been approved by the President for ROHM Semiconductor GmbH.

20<sup>th</sup> of July 2021



Wolfram Harnack  
President  
ROHM Semiconductor GmbH