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Modern Slavery Statement

Introduction

This is the Modern Slavery Statement (“Statement”) declared by iiyama. The purpose of the Statement is to outline iiyama’s approach in ensuring that iiyama has processes in place to minimize the risk of modern slavery in our global business operations and supply chains. It is recognized that slavery and human trafficking can occur in many forms, including slavery, servitude, human trafficking, forced labour, debt bondage, child labour and deceptive recruiting for labour or services. This statement is made in relation to the *Modern Slavery Act 2015*, and underpins our commitment for transparency and accountability across all areas of our business. Approved by the iiyama board of directors, and the iiyama CEO Shinji Takeichi, who aim to prevent and highlight the menace of slavery in all its forms, and to uphold the freedom, dignity and welfare of humanity.

Our Business and Products

As a Japanese Audio Visual Technology brand, the iiyama brand of products has been applied to many products such as; Desk Top monitors, Gaming Monitors, Touch Screen Displays, Large Format Interactive Displays, Commercial Displays and related accessories. iiyama’s headquarters are in The Netherlands with sales territories including most European countries and Japan.

iiyama Structure

iiyama International B.V. is an international organisation with Head Quarters in Europe (Hoofddorp, The Netherlands). Japan's MCJ Co. Ltd. is the parent company of iiyama corporation. Europe is mainly responsible for sales, finance, operations, legal, human resources and service; Taiwan is mainly responsible for R&D, Q&A and procurement. Each location has a responsible country manager.



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Our Supply Chains

Our suppliers include all manufacturers who make iiyama products, and the supply chains down to the sourcing of raw materials. Notwithstanding all third party suppliers such as agencies, logistics, service, warehousing and technical operations.

iiyama Supply Chain Due Diligence Process

iiyama is committed to being a responsible company striving for customer satisfaction, innovation, and operational excellence. This requires implementation of sustainability programs across our full supply chain. This includes but is not limited to programs on supplier employee working conditions, modern slavery, environmental footprint and use of environmentally friendly materials. Similar programs are implemented on our internal manufacturing and logistics operations and sourcing of primary materials. More specific information about our supply chain performance can be found in our annual CSR Report.

Ensuring suppliers meet the standards of local and international modern slavery legislations iiyama adopt the following activities:

- i. Communication frequency: A factory audit is conducted once per annum.
- ii. All suppliers are subject to an annual audit to review their adherence to modern slavery legislation.
- iii. iiyama ensure that all metals such as gold, tungsten, tin, tantalum, and cobalt which are used in monitor products are not mined from mining areas controlled by armed groups in Congo and its neighbouring countries, and through responsible procurement behaviour, requiring suppliers to respond together. iiyama is an associate member of the RMI program, and we use the RMI Conflict Minerals Reporting template to identify the risk of country-of-origin and strictly monitor suppliers. iiyama has also formulated a "Conflict Minerals Policy", which requires compliancy from all suppliers, and also calls on suppliers to promote the conflict minerals policy to their upstream suppliers. Our activities include:-
 - a. Use RMI Conflict Minerals Reporting template and Cobalt Reporting Template to



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- identify the risk of Country of Origin.
- b. Establish management systems to ensure suppliers meet the requirements.
- c. Public Conflict Minerals Reporting.

iiyama Internal Standards & Policies

iiyama has its own internal standards of recruitment, placement, health and safety, labour relations and termination. We and our employees strictly abide by the contents of the "employee handbook", "Rules for Prevention of Corrupt Acts" and "Anti-bribery policy".

iiyama respects the international human rights principles encompassed by the Universal Declaration of Human Rights, and the guidance laid out in the *Modern Slavery Act 2015*. iiyama supports the goals of anti-modern slavery laws around the world, so we ask all our suppliers to meet the iiyama "Code of Conduct" and "Supplier Code of Conduct". Our management team regularly performed site visits to ensure suppliers are in line with the company's policy.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we provide relevant training to our colleagues. Helping iiyama staff identify potential victims of modern slavery and advising staff on the best course of action, including the iiyama 'Whistle Blowing Policy' to report people who they think are at risk. iiyama staff are trained to identify potential indicators of person(s) at risk indicators which include but not withstanding:

- i) Believe that they must work against their will
- ii) Be unable to leave their work environment or home environment
- iii) Show signs that their movements are being controlled
- iv) Feel that they cannot leave
- v) Show fear or anxiety
- vi) Be subjected to violence or threats of violence against themselves or against their family members and loved ones
- vii) Suffer injuries that appear to be the result of an assault
- viii) Have false identity or travel documents (or none at all)



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- ix) Be found in or connected to a type of location likely to be used for exploiting people
- x) Be unfamiliar with the local language
- xi) Not know their home or work address
- xii) Allow others to speak for them when addressed directly
- xiii) Act as if they were instructed by someone else
- xiv) Be forced, threatened or deceived into working in poor conditions
- xv) Be disciplined through punishment

We also require our business partners to provide regular and relevant training to their staff and suppliers. As part of our standard terms of trade with stakeholders within each subsidiary, it is expected that iiyama clients and customer also adhere to regional and national legislation governing modern slavery.

Whistle Blowing Policy

This policy has been developed in compliance with EU directive 2019/1937, Whistleblowing Directive, to encourage and protect those who report incidents of abuse within iiyama, iiyama's supply chains, third party stakeholders and iiyama customer, that breach EU laws and Modern Slavery legislation, causing serious harm to public interest. In order to, uphold the integrity of iiyama, it is important that employees feel safe to raise the alarm or "blow the whistle" on illegal activities, or activities that endanger the public.

Risk Assessment and Management

iiyama as an international organisation conduct a review of our supply chains assessing them against modern slavery risk indicators as laid out in *Modern Slavery: Statutory Guidance for England and Wales (under s49 of the Modern Slavery Act 2015)*. In such assessment suppliers must provide evidence of adherence to international modern slavery law, and in the case of the United Kingdom, compliance with the Modern Slavery Act 2015. Our management team regularly performed site visits to ensure suppliers are in line with the company's policy.

iiyama will ensure that all suppliers understand and comply with the Modern Slavery Act 2015. If an incident of modern slavery or any violation of iiyama norms is found in our supply chain, iiyama will immediately notify the relevant partners or suppliers of such findings and ask the violating supplier to improve within a time limit, otherwise we will reconsider the future



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cooperation.

Key Performance Indicators

As part of our annual audit with supply chains confirming that local and international law is being complied with. Where potential risks are identified, iiyama will work with an organisation to develop and implement an action plan to remedy the situation, and develop key performance indicators to assess ongoing organisational change. As part of iiyama's internal procedures, staff must complete annual training and stay abreast of any legislative changes, to that effect evidence of staffs completion of training will be logged internally.

First Responder

iiyama has a fully trained 'first responder' (**Steven Kilroy – Country Manager UK and Ireland**) who is trained to help identify and support potential victims of slavery. iiyama recognise the importance of engaging with local law enforcement and NGOs, and by referring potential victims organisations can signpost them to counselling, legal support and housing. As a first responder, the UK representative, is familiar the indicators of those at risk of modern slavery, with the referral process, and to assist potential victims with referring their case and supporting them to make a formal decision.

Actions Taken

Our suppliers are required to comply with all relevant laws and the RBA Code of Conduct, including provisions to prevent any form of slavery and human trafficking. We require suppliers to confirm compliance with the following requirements:

1. Compliant with the UK Modern Slavery Act 2015
2. All work must be free and voluntary
3. Employers shall not require employees to pay recruitment fees
4. Not to use child labour
5. No harsh or inhumane treatment



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Every year we reconfirm that our suppliers are in compliance with the "Modern Slavery Act" during our annual supplier audits.

Protecting the people involved in our business is the right thing to do, it's critical to our long-term success, and it's also important to our sustainable development. We remain committed to preventing and eliminating human rights violations, including any form of modern slavery.

Signed by Shinji Takeichi (chief executive officer) on behalf of iiyama Corporation

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