



EPSON CANADA, LIMITED

185 Renfrew Drive,
Markham, Ontario, L3R 6G3, Canada

March 25, 2024

Minister of Public Safety and Emergency Preparedness
c/o Public Safety Canada
269 Laurier Avenue West
Ottawa ON K1A 0P8

To Whom It May Concern:

This letter, together with the Epson Group Report (as defined below) appended as Schedule A, constitutes the report of Epson Canada, Limited (“Epson Canada”) pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Modern Slavery Act”) for Epson Canada’s financial year ended March 31, 2023, which for the sake of clarity is referred to as Financial Year 2022 within the Epson Group Report.

Epson Canada is headquartered at the address stated in the above letterhead and is responsible for distribution, marketing and sales of Epson-branded products within Canada. Epson Canada is a wholly owned subsidiary of Epson America, Inc. (“EAI”), with headquarters located in Los Alamitos, California, USA, which is a wholly owned subsidiary of Seiko Epson Corporation (“SEC”), with headquarters located in Suwa, Nagano, Japan.

As a publicly traded, global entity and member of the Responsible Business Alliance, SEC issues annual slavery and human trafficking statements on behalf of itself and certain of its global network of group subsidiary companies (“Epson”). These statements disclose Epson’s modern slavery and human trafficking policy and report the results of actions taken to eradicate these from the supply chain pursuant to the UK’s *Modern Slavery Act, 2015*, the Australian *Modern Slavery Act, 2018*, and California’s *Transparency in Supply Chain Act 2010 (SB 657)*. This document is appended as Schedule A and is referred to as the Epson Group Report.

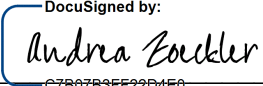
The steps that Epson Canada has taken during its previous financial year to prevent and reduce the risk that forced or child labour is used in its business and supply chains, together with its activities and supply chains, policies and due diligence processes in relation to forced and child labour, assessment of the risk of those parts of its business and supply chain that carry a risk of forced or child labour being used and the steps taken to mitigate that risk, and the steps taken to remediate any forced or child labour that is identified are each substantially the same as those of its affiliates described in the Epson Group Report. Epson Canada has not implemented any separate measures to mitigate the loss of income resulting from any measure taken to eliminate the use of forced or child labour in its business activities or supply chains beyond those described in the Epson Group Report because Epson Canada has not currently identified any

such loss of income. Similarly, while certain Epson Canada employees are required to attend training sessions relating to the use of forced or child labour in our supply chains, as of the end of its last financial year Epson Canada had not implemented any additional, standalone training beyond that described in the Epson Group Report. The steps that Epson Canada uses to assess effectiveness of policies and procedures in ensuring that forced labour and child labour are not being used in its activities and supply chains are substantially the same as those described in the Epson Group Report, including periodic audits of major manufacturing facilities in China and South East Asia that produce Epson's electronics products and devices (approximately once every two years) by Responsible Business Alliance auditors

Finally, in accordance with the requirements of the Modern Slavery Act, and in particular section 11(4)(b)(ii) thereof, I attest that I have reviewed the information contained in the report for Epson Canada. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Modern Slavery Act, for the reporting year listed above. This report has been approved by the Board of Directors of Epson Canada. For clarity, I have provided the attestation above in my capacity as a director and officer of Epson Canada and not in my personal capacity.

Sincerely,

Epson Canada, Limited

By: 
Date: 3/25/2024
Name: Andrea Zoekler
Title: Director, Vice President & CFO
I have the authority to bind Epson Canada,
Limited

Schedule A
Epson Group Report

(See Attached)



Epson Slavery & Human Trafficking Statement for Financial Year 2022

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 ("Epson") are primarily engaged in the development, manufacturing, and sales of products and services in the areas of printing, visual communications, and manufacturing-related and wearables. These actions are guided by a Corporate Purpose which states: "Our philosophy of efficient, compact and precise innovation enriches lives and helps create a better world."

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 81 Epson Group manufacturing and sales companies, in 61 countries and regions, with 79,906 employees and 1,330.3 billion yen in net revenue for FY2022.

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, and related consumables.

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

Its manufacturing-related and wearables 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; high-value-added surface finishing; and, in the Japanese market, PCs.

Supply Chain

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

Epson procures goods from around the world. Domestic Japanese procurement accounts for 38% of the spend and overseas procurement for 62%.

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. Other 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 considers suppliers to be important partners in its business activities. As such, our procurement activities are designed to develop mutually beneficial trusting relationships with them based on fairness, transparency, and respect. 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 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 2022, 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.

We seek to achieve sustainability and enrich communities and, toward that end, are engaging our suppliers in four long-term, priority areas to ensure socially responsible supply chains from the standpoints of human rights and sustainability:

- 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 18-year history of the Guidelines, we have asked all our suppliers to comply with the requirements and have major suppliers of both production materials and indirect materials (including suppliers of contract services and temporary staff) submit a Supplier Agreement in which they consent to comply with Epson's requirements.

Going forward, Epson will ensure strict observance of the RBA Code of Conduct and work with its suppliers to build more responsible supply chains.

Due diligence processes for slavery and human trafficking

Epson has identified potential or actual adverse impacts on human rights both within its own operations and within those of its suppliers. These adverse impacts include things such as forced labour, child labour, harassment, and discrimination in the value chain for developing,

manufacturing, and selling products. We continue to go through a process of human rights due diligence to investigate these adverse impacts, 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 adverse impacts on human rights and evaluation of their effects
3. Improvement plans, and stopping, preventing, and mitigating adverse impacts
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 DE&I strategic promotion department under the supervision of the executive officer in charge of human capital and well-Being management. 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 major Epson Group manufacturing companies. Administrative oversight is provided by the Seiko Epson Head Office department that supervises socially responsible procurement.

2. Identification of adverse impacts on human rights and evaluation of their effects

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

High-Priority Groups	Adverse Impacts 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
Temporary workers	Same as above	Same as above
On-site service vendors' employees	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 impacts

We instruct companies and business sites to take action to correct, improve, or mitigate adverse impacts identified by the CSR self-assessment questionnaire. We analyze the answers on the questionnaire, identify where a site is not in conformance with the code of conduct, and provide guidance for the corrective actions we request. Sites formulate and

implement their own corrective action plans to address the observations. Progress on correcting major nonconformances is monitored until completion is confirmed.

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 take measures in consultation with them.

4. Results/progress monitoring

We check whether instances of nonconformance 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 conformance with the RBA Code of Conduct, extract issues, and address them.

5. Communication and reporting

The results and progress of actions to address human rights issues 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 employees of Seiko Epson Corporation and Epson Group, temporary workers, on-site vendors' employees, supplier employees, and migrant workers, 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 adverse impacts

In the 2022 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 conformance with the RBA Code of Conduct.

The results of the FY2022 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 adverse impacts on human rights that have been identified, corrected, improved, or continuously addressed within the Epson Group:

- Nonpayment of overtime by an on-site service contractor
- Inadequate management of working hours
- Nonpayment of legally required employee contributions (contractor)
- Nonconforming emergency exit door along a factory evacuation route

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 conformant with the RBA audit criteria and to make improvements. In the 2022 fiscal year, Epson's manufacturing sites in China, Indonesia, the Philippines, and Malaysia underwent audits and corrected nonconformances that were observed. In 2022, 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 164 key first-tier suppliers of direct materials (449 sites) and from 247 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 2022, 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 corrections and 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, payment of allowance for work on holidays, 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-term key goal indicators (KGI) and key performance indicators (KPIs) to achieve its vision of socially responsible supply chains.

Mid-term targets (KGI) (achieve by 2025)

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

FY2022 Major Action Items and KPIs	Results
1. Strengthen the detailed CSR evaluation (due diligence). 1) CSR SAQ results: high risk 0%, middle risk: 6% or less 2) Completion rate of risk mitigation activities for specified priority items: 100%	1) Major suppliers of direct materials 0% high risk (0 sites) and 9% medium risk (42 sites) 2) Major suppliers of direct materials 84% completion rate (146 out of 173 sites)
2. Strengthen conflict mineral surveys. 1) Asked all suppliers to use only conformant smelters 2) Completed surveys collection rate of 100%	1) Feedback to suppliers using smelters that are not conflict-free certified: 100% 2) Return rate CMRT (3TG): 99% EMRT (cobalt): 97%

<p>3. Strengthen CSR engagement with suppliers.</p> <p>1) 100% of manufacturing sites held supplier CSR meetings</p> <p>2) Discussions with suppliers on CSR: 20 companies</p>	<p>1) 100% (15 sites)</p> <p>2) 16 companies</p>
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FY2023 Major Action Items and KPIs
<p>1. Improvement in CSR</p> <p>1) CSR SAQ results (major suppliers of direct materials): 0% high risk (0 companies), 4% (20 companies) or less middle risk</p>
<p>2. Strengthening of conflict mineral surveys</p> <p>1) Survey return rate: 100% (1,500 companies)</p> <p>2) Feedback to suppliers using smelters that are not conflict-free certified: 100% (750 companies)</p>
<p>3. Strengthening of CSR engagement with suppliers</p> <p>Supplier CSR meetings: Hold at 100% of manufacturing sites (15 main manufacturing sites)</p>

Responsible Sourcing of Minerals

Profits from the extraction and sale of minerals such as tin, tantalum, tungsten, and gold (3TG) in conflict-affected and high-risk areas such as the Democratic Republic of the Congo (DRC) and neighboring countries are a source of funding for armed groups and anti-government forces carrying out atrocities and human rights abuses. Furthermore, it has been pointed out that cobalt mines in the southern part of the DRC have become breeding grounds for child labor. Mineral mining and trade have negative social and environmental impacts.

Involvement in human rights abuses and environmental destruction run counter to our core values and we will not be tolerated. We will not engage in business relationships with any party involved in human rights abuses, nor will we support operations that result in the degradation of socioeconomic and environmental conditions. Epson has in place internal processes to ensure responsible sourcing and has joined the Responsible Minerals Initiative (RMI).

We ask our suppliers to support our responsible mineral sourcing policies and cooperate in mineral surveys. We conduct annual surveys on the parts and materials used in Epson's products in accordance with "Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas" issued by the Organization for Economic Co-operation and Development (OECD). If a supplier's answers on a survey indicate that it was unable to verify whether a smelter or refiner from which minerals were sourced is certified as conflict-free under the RMI's Responsible Minerals Assurance Program (RMAP), we work with the supplier and the RMI to encourage the smelter/refiner to obtain RMAP certification as part of our efforts to avoid or mitigate human rights abuses and environmental destruction.

In 2022, we conducted 3TG (tin, tantalum, tungsten, and gold) and cobalt surveys covering approximately 80,000 components and materials. In addition to implementing a responsible minerals sourcing policy and survey program, we disclose on our website information about smelters and refiners that have been identified through surveys. We also respond to survey requests from our customers.

(Click the [link](#) for details)

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 our global workforce of people working in areas such as human resources, health and safety, environment, ethics, and supply chain management about the RBA Code of Conduct and its requirements. In 2021, we revised the Epson Group Human Rights Policy. We took this as an opportunity to hold further study sessions on the subject of business and human rights for directors and personnel in corporate and global HR departments. In the 2022 fiscal year, we conducted an online course for all officers, employees, contract employees, and temporary staff, who work at Seiko Epson and all other group companies in Japan, to raise awareness of human rights and prevent human rights abuses. Through this course, participants learned about the fundamentals of business and human rights, as well as about Epson's efforts to respect human rights, which are essential for conducting global business. The number of employees and workers completed the course was 16,539 as of March 2023. Understanding of business and human rights issues was

deepened further by holding a human rights seminar led by an outside expert. The seminar, which any employee could attend, incorporated information on things such as recent trends and case studies.

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. From 2020, 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. Seiko 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.

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	Human rights seminar, SAQ briefing, and responsible mineral sourcing conference
FY2023 (plan)	Human rights seminar, SAQ briefing, and responsible mineral sourcing 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 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 28 July 2023 and signed by the President of Seiko Epson Corporation.



Yasunori Ogawa
President, Board of Directors
Seiko Epson Corporation

Date: 3rd August 2023



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 2023.


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, and Africa.

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 31 August 2023 and signed by the Managing Director.


[Duncan Ferguson \(Aug 31, 2023 18:46 GMT+1\)](#)

Duncan Ferguson
Managing Director
Epson (U.K.) Limited

Date: 31 August 2023



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 2023.

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 17th August 2023 and signed by the Managing Director.

A handwritten signature in black ink, appearing to read 'Kevin Browne', is positioned above the printed name.

Kevin Browne

Managing Director

Epson Telford Limited

Date: 17th August 2023



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 2023.

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 28th August 2023 and signed by the President.

A handwritten signature in black ink, appearing to read 'C. Heckenberg', is positioned above the printed name and title.

Craig Heckenberg
Managing Director
Epson Australia Pty. Ltd.

Date: 28th August 2023



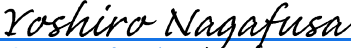
This statement is made pursuant to the Dutch Child Labour Due Diligence Law (Wet Zorgplicht Kinderarbeid) and constitutes the slavery and human trafficking statement of Epson Europe B.V. for the financial year ending 31 March 2023.

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, and Africa.

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


[Yoshiro Nagafusa \(Aug 31, 2023 19:23 GMT+2\)](#)

Yoshiro Nagafusa
President
Epson Europe B.V.

Date: 31 August 2023