

Forced Labour and Child Labour Report 2023

Financial Year Ended December 31, 2023



Introduction

This report constitutes the first report prepared by Yamaha Motor Canada Ltd. (“Yamaha”) pursuant to Canada’s new Fighting Against Forced Labour and Child Labour in Supply Chain Act (the “Act”) that came into effect January 1, 2024.

This report (the “Report”) outlines Yamaha’s governance processes, existing measures, and progress made in the 2023 fiscal year to prevent and mitigate the risks across the supply chain we utilize. This report reflects our pledge to transparency and accountability in the support of this Act.

This Report will be published annually to chronicle our ongoing journey to protect human rights and reduce the risk that forced labour or child labour is being used in Yamaha’s operations and supply chain.

Yamaha’s Structure, Businesses and Supply Chain

Yamaha was incorporated in 1973 with a head office in Toronto, Ontario.

Yamaha is a subsidiary of Yamaha Motor Co. Ltd. which is headquartered in Japan. Yamaha is responsible for coordinating the marketing and sales activities of Yamaha Motor products in Canada, which includes motorcycles, all terrain vehicles, side by sides, snowmobiles, outboard motor engines, water vehicles, sport boats, generators, e-bikes, parts and accessories.

Yamaha Motor products are manufactured in Yamaha Motor Co. Ltd., factories and then imported and distributed under agreements via a network of authorized dealerships throughout Canada.

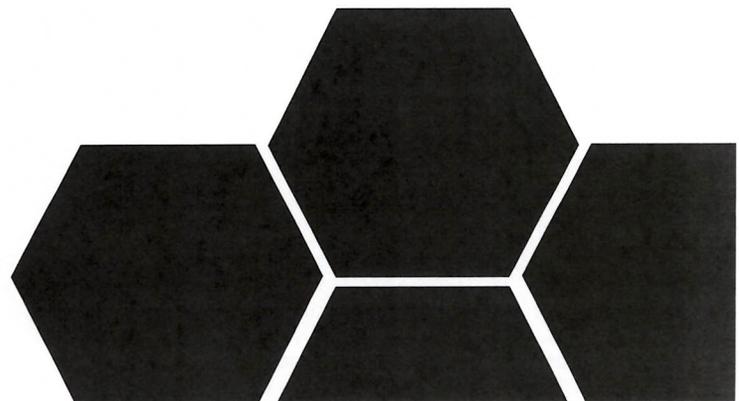
Yamaha strives to work with suppliers who share our commitment to social, ethical and environmental responsibility. Our suppliers provide a wide range of goods and services that support the enjoyment of our products and services.

Yamaha’s Philosophy

CREATING KANDO

Kando is a Japanese word for the simultaneous feeling of deep satisfaction and intense excitement that people experience when they encounter something of exceptional value. Yamaha strives to create Kando through Innovation, Excitement, Confidence, Emotion and Ties. These values are at the core of everything we do.

Yamaha is committed to ensuring that human rights are held to the highest standard in our supply chain and prohibits the use of Forced Labour, Human Trafficking, and unlawful Child Labour to be involved in the sourcing, manufacturing or distribution of products and the materials used to make these items.



Yamaha’s Policies and Due Diligence Processes

Yamaha is committed to prevent forced labour and child labour in its business and supply chains, reinforced by appropriate policies.

In addition to regular reviews of our Code of Ethics, we have our Supplier Code of Conduct and Human Rights Policy.

Human Rights Policy

Yamaha’s Human Rights Policy aims to promote our commitment to respect human rights globally and throughout the entire supply chain. Our Human Rights Policy aims to achieve the main objectives of “fulfilling social responsibilities globally,” which is stated in our management principles, as well as the United Nations Global Compact which we endorse.

Code of Ethics

Yamaha’s Code of Ethics lay out the behaviour standards that Yamaha and Yamaha’s officers and employees should observe in daily business activities from the perspective of compliance.

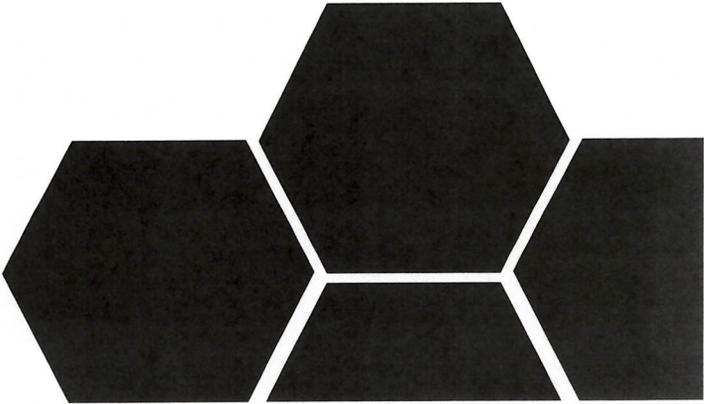
Yamaha respect fundamental human rights, and do not carry out acts that abuse or deny a person’s character according to race, nationality, ideals, principles in life, physical characteristics, personality, etc.

Supplier Code of Conduct

Yamaha’s Supplier Code of Conduct sets out the measures that suppliers doing business with Yamaha must take to ensure Yamaha can continue to meet its legal obligations, including under the following legislation:

- The Fighting Against Forced and Child Labour in Supply Chain Act;
- The Corruption of Foreign Public Officials Act; and
- Section 119 to 125 of the Canadian Criminal Code.

Suppliers are strictly prohibited from engaging in, contributing to, or benefiting from the use of forced labour or child labour in any aspect of its business operations. Suppliers must exercise particular care in employing persons under the age of 18 to ensure that such employment does not constitute child labour.



Yamaha's Action

Short-Term

Yamaha has taken the following steps: Add contract clauses in new North American contracts/agreements and a Supplier Human Rights/Social Compliance Acknowledgement.

Standard supplier contracts used for the procurement of goods and services include requirements for compliance with applicable laws and clauses for forced labour and child labour.

Yamaha has sent to all North American suppliers an acknowledgement that there is no abuse of human rights in their supply chain.

Long-Term

Yamaha's long term action plan is to assess all suppliers in our supply chain by conducting supplier assessments to identify emerging risks. Yamaha will be creating a risk-based model to manage forced labour and child labour in our supply chain. This will include screening and monitoring our supply chain for human rights risks.

As part of Yamaha's ongoing enhancements, we will strive to continue to identify emerging risks. Also, Yamaha intends to continue to develop and implement additional due diligence policies and processes for identifying, addressing, and prohibiting the use of forced labour and child labour in our supply chain.

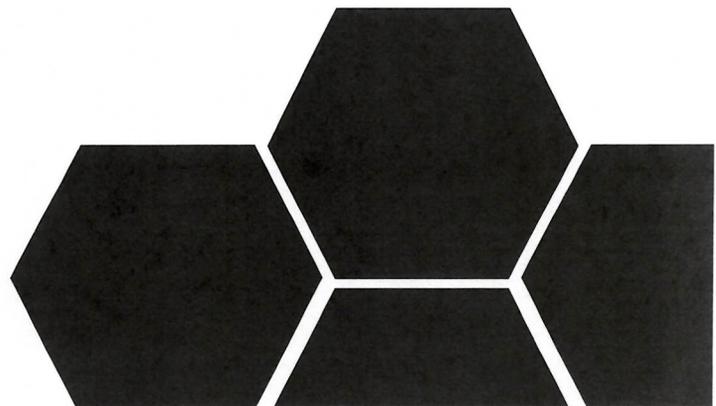
Yamaha's Remediation Measures

Yamaha has not started the assessment of our suppliers in fiscal year 2023, hence has not implemented any remediation measures.

Yamaha's Training and Awareness

In 2023, Yamaha has taken the steps to develop a robust e-learning course that would give all Yamaha employees the understanding of the legal framework, and the different parts of the Act that prohibits the forced labour, ensuring Yamaha is complying with the laws and upholding human dignity and fostering a culture of transparency, accountability, and social responsibility within the company.

In 2024, this course will be mandatory for all current Yamaha staff and be part of the onboarding of any new staff.



Report Approval and Attestation

In accordance with the requirements of the Act, I attest that I have reviewed the information contained in the Report for Yamaha Motor Canada Ltd. 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 Act, for the reporting year listed above.

I have the authority to bind Yamaha Motor Canada Ltd.



Dean Burnett
Managing Director & President
Yamaha Motor Canada Ltd.
May 30, 2024

