

**KEYENCE CORPORATION**  
**SLAVERY & HUMAN TRAFFICKING STATEMENT (FY2024)**

1. Overview

This statement is published in compliance with Section 54 of the UK Modern Slavery Act 2015. It outlines our policies and actions aimed at preventing modern slavery, forced labor, and human trafficking within our business and supply chain. These measures were implemented by KEYENCE CORPORATION during the financial year ending 20 March 2025.

2. KEYENCE CORPORATION

KEYENCE has expanded its business operations across 46 countries and regions, with over 250 offices worldwide. We are committed to enhancing productivity and quality at production sites through our high-value-added products, including sensors for factory automation (FA). Our support extends to manufacturing companies across a diverse range of industry sectors, such as electrical and electronic equipment, communications, machinery, chemicals, pharmaceuticals, and food. Operating under a fabless production model, we take pride in creating high-value-added products through our meticulous planning, development, and design processes, with the actual manufacturing outsourced to our trusted production partners.

For more information about KEYENCE, please visit our website:

<https://www.keyence.co.uk/about-us/corporate/index.jsp>

3. Policy and Activity Relating to Modern Slavery and Human Trafficking

3.1 Our Policy

In the KEYENCE Group, we firmly believe that respecting human rights is fundamental to the long-term sustainability of our company and to the continuous fulfillment of our social responsibilities. On 6 December 2021, we established KEYENCE's [Human Rights Policy](#), which embodies our commitment to upholding human rights. This policy clearly states our support for international standards such as the United Nations' "Guiding Principles on Business and Human Rights" and the "International Bill of Human Rights". Furthermore, we have developed and operate a human rights due diligence framework to ensure that our business activities do not infringe on the rights of others. In cases where negative impacts on human rights arise from our operations or those of our business partners, we are committed to taking appropriate corrective actions to fulfill our responsibility to respect human rights.

This policy applies to all board members and employees of KEYENCE, encompassing KEYENCE CORPORATION and its consolidated subsidiaries. We also expect our suppliers and business partners to understand, support, and adhere to this policy and we continuously encourage them to do so.

KEYENCE has established a [Code of Behavior](#), which is publicly available on our website. This code underscores our respect for human rights and strictly prohibits child labor and forced labor. It explicitly mandates that all officers and employees understand and comply with the Code of Behavior in our business operations. We also require our suppliers, including outsourcing companies and partner companies to comply with KEYENCE Supplier Code of Conduct.

### 3.2 Our Activities

Under our policy of mutual respect and the creation of a rewarding workplace, KEYENCE has established a system to regularly review our philosophy and the details of the Code of Behavior.

To ensure that this policy is deeply ingrained in all our business activities and that our operations maintain high ethical standards, we have established Corporate Policies and Business Guidelines. These are distributed to all employees and are regularly utilized to promote understanding. By proactively applying these judgment criteria in everyday operations, we ensure thorough and intrinsic compliance with this code while continuously striving to improve awareness and understanding of what compliance entails. In our overseas subsidiaries, we have translated the Code of Behavior and established a system to ensure that all members confirm their understanding of these guidelines, similar to our operations in Japan. This is part of our ongoing efforts to further disseminate and embed our codes, policies and guidelines across all our operations.

### 3.3 Our Supply Chain Policy

KEYENCE is committed to upholding human rights within our supply chain. We acknowledge that issues such as slave labor and human trafficking are more likely to occur within the supply chain than within our organization. As such, we have established comprehensive guidelines for our supply chain. These guidelines mandate all suppliers to respect human rights, eliminate forced labor, slave labor, child labor, and discriminatory practices, and foster an environment that respects human rights to the fullest extent.

Our standard procurement contract at the beginning of business with suppliers stipulates that human rights must be respected. Their subcontractors and/or suppliers are also required to uphold these rights. If there is a serious breach of the contract, we stipulate that the business relationship may be terminated. Through these efforts, we strive to prevent and mitigate negative impacts even on our indirect business partners.

### 3.4 Our Supply Chain Activities

At KEYENCE, our designated representatives directly visit our production partners. These visits serve not only to check the quality of the products but also to understand the actual conditions of the production sites and the working environment. We strive to provide guidance for improvements where necessary. If, through these efforts, any matters are identified that should be corrected or improved in light of our guidelines, we will demand the supplier to take corrective or remedial measures and provide guidance and support as necessary. We also request that our partner factories respect human rights and require their suppliers to do the same. In the unlikely event that a partner factory disregards our request and fails to correct the problem within a reasonable period of time after being urged, the business relationship may be terminated. In the financial year ending March 2025, we visited five selected production partners. We are pleased to report that there were no identified cases of slave labor or human trafficking.

Since the financial year of 2023, we have been confirming compliance with our procurement guidelines, including the prohibition of forced labor and child labor, for our key suppliers, and we are continuously striving to understand risks of human rights violations in the supply chain to enhance our efforts to respect human rights. Furthermore, we have established a contact point on our website for consultations and reporting on human rights issues and are working to establish a remedy mechanism for negative effects of our business activities.

### 4. Looking Ahead

At KEYENCE, our goal is to contribute to society through our business by creating high-value-added products and services, ultimately earning the support of the communities we serve. As the globalization of the economy continues, we, along with our overseas affiliates, not only comply with laws and regulations but also fully comprehend the importance of human rights issues. We maintain high ethical standards and conduct our business activities with a deep understanding and cooperation of our supply chain.

This Statement was approved by the Board of Directors of KEYENCE CORPORATION on 5 September 2025.

5 September 2025

Yu Nakata  
KEYENCE Corporation  
Representative Director / President

