



EPSON CANADA, LIMITED

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

September 5, 2025

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, 2025, which for the sake of clarity is referred to as Financial Year 2024 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*, California’s *Transparency in Supply Chain Act 2010 (SB 657)*, and Canada’s *Modern Slavery Act, 2023*. This document is appended as Schedule A and is referred to as the Epson Group Report. 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:   
200357946656432...

Date: 9/8/2025

Name: Keith Kratzberg

Title: Director, President & CEO

I have the authority to bind Epson Canada,  
Limited

**Schedule A**  
**Epson Group Report**

(See Attached)

**Epson Slavery & Human Trafficking Statement for Financial Year 2024  
(ending March 31, 2025)**

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 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), Dutch Child Labour Due Diligence Law (Wet Zorgplicht Kinderarbeid), and Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act.**

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.  
Epson Canada, Limited.

This statement has been prepared by Seiko Epson Corporation in consultation with these relevant companies that we own or control.

**Child labour** means labour or services provided or offered to be provided by persons under the age of 18 years and that fall under any of the following:

- (a) are provided or offered to be provided in a country under circumstances that are contrary to the laws applicable in that country;
- (b) are provided or offered to be provided under circumstances that are mentally, physically, socially or morally dangerous to them;
- (c) interfere with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long and heavy work;

(d) constitute the worst forms of child labour as defined in Article 3 of ILO Worst Forms of Child Labour Convention, 1999, adopted at Geneva on June 17, 1999 (No.182). (travail des enfants)

**Forced labour** means labour or service provided or offered to be provided by a person under the menace of any penalty in circumstances that fall under any of the below:

- (a) could reasonably be expected to cause the person to believe their safety or the safety of a person known to them would be threatened if they failed to provide or offer to provide the labour or service;
- (b) constitute forced or compulsory labour as defined in Article 2 of ILO Forced Labour Convention, 1930, adopted in Geneva on June 28, 1930 (No. 29). (travail forcé)

## **Our organisation**

Seiko Epson Corporation and Epson Group companies (collectively "Epson") are primarily engaged in the development, manufacturing, and sales of products and services in the areas of printing solutions, visual communications, 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."

Epson is organized into operational divisions that come under consolidated management. The majority of advanced R&D and product development is conducted by Seiko Epson in Japan, while manufacturing and sales activities are conducted around the world by 89 Epson Group manufacturing and sales companies in countries and regions outside Japan, with 75,352 employees (as of 31 March 2025) and 1,362.9 billion yen in net revenue for FY2024.

Epson is vertically integrated and develops and manufactures the majority of its components in-house and then sells them through its global network of wholly owned sales subsidiaries.

Epson's printing solutions business provides inkjet printers for office and home, serial impact dot matrix printers, page printers, colour image scanners, dry process office papermaking systems, commercial and industrial inkjet printers, inkjet printheads, printers for use in POS systems, label printers, related consumables, and digital printing software solutions.

Epson's visual communications business provides projectors mainly for business, education, the home, and events, smart glasses, and others.

Its manufacturing-related and wearables business provides Industrial robots, wristwatches, and watch movements; 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 applications; 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 accounts 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 human rights abuses and unfair practices out of its global operations. We are committed to realizing a sustainable society and are seriously addressing specific societal issues from a long-term perspective together with our customers and partners in line with our [Management Philosophy](#).

In 2005, Epson established the [Principles of Corporate Behavior](#), which serve as a guide to values and conduct based on the Management Philosophy. The Principles of Corporate Behavior are reviewed each year in light of changes in the internal and external environment. They were last revised in April 2025.

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 has been practicing conduct that adheres to the 2011 United Nations Guiding Principles on Business and Human Rights (Guiding Principles). In April 2019, Epson 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. As a Regular Member of the RBA, Epson is expected to observe the RBA Code of Conduct and meet its supply chain due diligence obligations at a high level. Accordingly, in addition to ensuring compliance in our own operations, Epson asks its suppliers to observe the requirements and promote CSR across the entire supply chain.

Epson made significant improvements to the Policies Regarding Human Rights and Labor Standards of the Epson Group to further strengthen Epson's human rights efforts 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, following a resolution by the Seiko Epson Board of Directors pursuant to the Guiding Principles. Complementing Epson's Management Philosophy and Principles of Corporate Behavior, the Epson Group Human Rights Policy clarifies the company's approach to respect for human rights and serves as the highest-level guide in those efforts. Pursuant to this policy, Epson's human rights efforts are focused primarily on the Epson Group and its supply chains.

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 and attain its goal of realizing a sustainable society. 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 a sustainable society 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

Epson believes that to achieve the goals stated in its Management Philosophy, its suppliers must understand the Management Philosophy and comply with the [Epson Supplier Code of Conduct](#). The Epson Group Procurement Guidelines (now called the [Epson Group Supplier Guidelines](#)) were established in April 2005 to inform suppliers about Epson's procurement policies and requirements. In April 2008, the Epson Supplier Code of Conduct was added as an appendix to the Epson Group Supplier Guidelines. Epson's Code of Conduct was based on 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), cost (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 20-year history of the Guidelines, we have communicated the requirements to all our suppliers and asked them to comply with the requirements. We also have major suppliers of both production materials and indirect materials (including suppliers of contract services and temporary staff) submit a written agreement, 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.

### **Organisational structure**

Epson's human rights initiatives are spearheaded by Seiko Epson's Diversity and Organizational Culture Design Department under the supervision of the Professional Officer,

Human Capital and Health and Productivity Management Headquarters Theme Officer. It is working in concert with corporate departments that supervise sustainability, RBA activities, supply chain CSR and human resources, and building a network with HR departments and related departments of our global affiliates to guide initiatives to prevent human rights abuses.

Our human rights initiatives are periodically reported to management meeting bodies and to the board of directors.

The chief officer of supply chain management (SCM), a member of Seiko Epson's management leadership team, promotes social responsibility in supply chains in conjunction with all entities within the Epson Group.

The Sustainable Procurement Committee is a cross-organisational body made up of personnel from all Epson's operations divisions and from the procurement departments of Epson Group companies, with administrative oversight provided by the Seiko Epson Head Office department that supervises supply chain social responsibility. The committee discusses targets and action plans and communicates them to the entire Group, and puts those targets and action plans into effect. The chief officer of SCM monitors the progress of action plans, and progress is regularly reported to the Sustainability Strategy Council, a corporate management meeting body that includes members of the board of directors, and presents important topics for deliberation by the Council.

### **Due diligence processes for slavery and human trafficking**

Epson continually practices human rights due diligence based on the United Nations Guiding Principles on Business and Human Rights. Group companies as well as business partners fall within the scope of this process. Human rights due diligence concerns human rights risks like forced labour, child labour, harassment, and discrimination in value chains connected to the business activities of product development, manufacturing, and sales. The due diligence process seeks to identify and study actual and potential adverse impacts on human rights, identify the problems, and prevent and mitigate them.

Epson's human rights due diligence process is as follows:

1. Identify and assess adverse impacts
2. Make a corrective action plan, and prevent and mitigate adverse impacts
3. Track the effectiveness of remediation of adverse impacts

#### 4. Communication and reporting

##### 1. Identify and assess adverse human rights impacts.

In the 2023 fiscal year, Epson again identified adverse human rights impacts and conducted an impact assessment. The information below was consulted for the assessment.

- Awareness and knowledge gained over the past four years through activities as a member of the Responsible Business Alliance (RBA) (CSR self-assessments and RBA audits)
- The situation regarding incidents that occur internally and in the supply chain, and the reporting and discussion of such incidents
- Information obtained through publications such as the Ministry of Economy, Trade and Industry's Guidelines for Respecting Human Rights in Responsible Supply Chains and its practical reference materials, as well as information obtained through participation in events such as the Caux Round Table (Japan) Stakeholder Engagement Program.

As a result, we have re-identified that the areas where human rights violations are particularly severe and likely to occur at Epson are the labour and occupational health and safety issues listed in the table below related to Seiko Epson Corporation's employees, Epson Group company employees, agency workers, supplier employees, on-site service vendor workers, and migrant workers as well as Asia in terms of region and manufacturing in terms of business type.

<b>High-Priority Groups</b>	<b>Main Adverse Impacts</b>	<b>Specific Examples Requiring Particular Attention</b>
Employees of Seiko Epson Corporation and Epson Group Temporary staff, Supplier employees, On-site service vendor workers Migrant workers	Forced labour	<ul style="list-style-type: none"><li>• Intermediary fees, recruitment fees, and other expenses related to employment</li><li>• Confiscation of passports</li><li>• Forced overtime</li><li>• Freedom to leave work or terminate employment</li></ul>
	Young workers	<ul style="list-style-type: none"><li>• Overtime, night shifts, and work which jeopardise the health, safety or morals</li></ul>
	Overwork	<ul style="list-style-type: none"><li>• Violations of laws and internationally recognized human rights norms related to working hours, and long working hours that are detrimental to health</li></ul>
	Wages and benefits	<ul style="list-style-type: none"><li>• Unpaid overtime wages</li></ul>

		<ul style="list-style-type: none"> <li>• Non-payment or deductions from wages as a disciplinary measure</li> </ul>
Inhumane treatment		<ul style="list-style-type: none"> <li>• Harassment</li> </ul>
Discrimination		<ul style="list-style-type: none"> <li>• Discrimination in dismissal and treatment</li> <li>• Pregnancy tests, dismissal of pregnant women</li> </ul>
Occupational health & safety		<ul style="list-style-type: none"> <li>• Hazardous and harmful working environment</li> <li>• Protection of women</li> <li>• Worker protection in emergency situations</li> </ul>

2. Formulate a corrective action plan to prevent or mitigate adverse impacts on human rights. Since the 2017 fiscal year, Epson has had its overseas manufacturing sites complete a CSR self-assessment questionnaire (SAQ) that conforms to the RBA Code of Conduct and RBA SAQ. After joining the RBA in April 2019, Epson began educating the Epson Group about the RBA Code of Conduct and working to integrate it into Group operations. Epson has continued to ask Seiko Epson plants and offices, domestic and overseas Group companies, as well as major suppliers, to complete an annual CSR SAQ. This CSR SAQ conforms to the RBA SAQ and the results are reported to the RBA. Each Seiko Epson office, Group company, and supplier has a due diligence process to identify the location of adverse impacts on human rights and to develop corrective action plans to remedy or mitigate the identified adverse impacts.

The FY2024 CSR Self-Assessment Questionnaire showed that there were no high-risk sites (sites with scores below 60 points) either among Epson sites or the sites of the major suppliers that were covered.

### 3. Monitor results and progress.

Seiko Epson sites, Group companies, and suppliers have engaged management and are working to correct and mitigate adverse impacts on human rights in accordance with corrective action plans. The corporate supervisory department monitors the progress of corrective actions to address significant adverse impacts and see them through to completion.

Epson continues to administer a CSR self-assessment questionnaire (SAQ) once a year to check corrective actions at Epson sites and address nonconformances to the RBA Code of Conduct. Furthermore, in order to identify and correct issues from a third-party perspective and enhance the level of actions being taken, seven of Epson's main manufacturing sites

located in Southeast Asia and China have been voluntarily undergoing audits (as of May 2025) under the RBA's Validated Assessment Program (VAP).

Epson sites that currently hold Platinum and Gold status are as follows:

<b>Site Name (Country)</b>	<b>Main Products Manufactured</b>	<b>Certification</b>	<b>Expiration Date</b>
		<b>(Score)</b>	
PT. Epson Batam (Indonesia)	Inkjet printer ink cartridges and ink bottles, scanners	Platinum*	19 February 2027
PT. Indonesia Epson Industry (Indonesia)		(200)	
PT. Epson Precision (Thailand) Ltd. (Thailand)	Inkjet printers, large format printers, small printers, and impact dot matrix printers	Platinum	28 February 2026
		(200)	
Epson Precision Malaysia Sdn. Bhd. (Malaysia)	Watch and crystal devices	Platinum	15 February 2026
		(200)	
Epson Precision Philippines, Inc. (Philippines)	Crystal devices	Platinum	22 December 2025
		(200)	
	LCD projectors, Inkjet printers	Platinum	16 October 2025
		(200)	

\*Platinum is exclusively reserved for factories that are compliant with the RBA Code of Conduct and have received a perfect score of 200.

#### 4. Communication and reporting

Epson's efforts to address issues requiring corrective action are reviewed annually and reported on Epson's websites and in its Sustainability Report. The Epson Group's global efforts are also reported through statements on modern slavery and human trafficking.

To build and maintain good labour-management relations, Epson actively provides information to its employees and engages them in sincere talks and discussions. Epson also communicates with customers as needed about its efforts to respect human rights.

### **Supply chain initiatives**

In 2024, we asked major direct material suppliers and indirect material suppliers (Seiko Epson's and its major manufacturing sites' on-site service vendors, employment and recruitment agencies, logistics warehouse operators, and Epson sales company warehouse operators and call centers) to complete a CSR SAQ. We received completed CSR SAQs from major first-tier suppliers of direct materials (676 sites) and from 321 indirect material suppliers. When suppliers are found to be high-risk as a result of their score on the CSR SAQ, we have them undergo an audit in accordance with RBA criteria and support their efforts to improve to medium risk or better. When risks are identified as high in terms of labour (human rights), Epson asks its suppliers to take corrective action, regardless of their overall score. Epson then follows up by checking corrective action plans and verifying that actions are completed. In 2024, no supplier was deemed to be high risk (none had a score of less than 60 points) based on the CSR SAQ. However, there was an instance where employment contracts were incomplete, and copies were not provided to workers. There was also an instance where employees were charged interest on loans. In both cases, corrective action was requested, and corrective plans and reports were submitted.

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. Epson manufacturing company staff members visit suppliers who do not undergo a third-party audit to verify conditions on-site and provide help for corrective actions.

For on-site service vendors, Epson employees conducted a second-party audit to improve the working conditions by, for example, tracking and reducing working hours, granting time off, paying appropriate overtime wages, and ensuring that workers are not made to pay recruitment fees.

Click [here](#) for details

## Performance indicators

To realize our vision of socially responsible supply chains, we set mid-term goals and annual targets. Performance and progress against the goals and targets are measured using KGI and KPI, respectively.

Mid-Term Goals (to be achieved by March 31, 2026)

- Socially responsible procurement: Ensure that all major suppliers are ranked low risk in terms of CSR.
- Responsible mineral sourcing: Make products conflict-mineral-free<sup>1</sup> and disclose product information.

<sup>1</sup> Use only conflict-free smelters and refiners certified under the RMI's Responsible Minerals Assurance Program (RMAP).

## FY2024 Action Items and results

Action Items (KPI)	Results
<p>Maintain and improve supply chain CSR</p> <p>1) Return rate of Supplier Guidelines Agreement Letter: 95% (2500 companies) of major suppliers of direct materials<sup>1</sup> and indirect materials<sup>2</sup></p> <p>2) CSR SAQ risk level: Zero (0%) major supplier of direct and indirect materials rated high risk<sup>3</sup></p>	<p>1) 94.4% (2,916/3,089 companies)</p> <p>2) 0% major supplier (0/676 sites) of direct materials rated high risk.</p> <p>0% major supplier (0/438 companies) of indirect materials rated high risk.</p>
<p>2</p> <p>1) Survey return rate: 100%</p> <p>2) Provision of smelter or refiner (SOR) information to</p>	<p>1) Survey return rate; CMRT (3TG) 99.6% (of companies) EMRT (Cobalt) 99.1% (of companies)</p> <p>2) Done monthly (12 times/year)</p>

suppliers: monthly (12 times/year)	
<b>3</b> Strengthening supply chain BCM <sup>4</sup> 1) Impact on sales from supply chain disruptions: zero (0)	1) Impact on sales from supply chain disruptions: zero (0)

<sup>1</sup> Direct materials: Raw materials, parts, subcontracted processing, etc., required for finished product assembly.

<sup>2</sup> Indirect materials: Items other than direct materials, such as factory consumables, machinery and equipment, public relations and advertising, logistics, outsourced services, and temporary staffing.

<sup>3</sup> High risk: A score of less than 60 points when RBA-Online is used, or a score of less than 65 points when Epson's own SAQ is used to assess risk level.

<sup>4</sup> BCM: business continuity management.

## FY2025 Action Items

	Action Items	KPI
<b>1</b>	Maintain and improve supply chain CSR	1) Supplier CSR risk level: No major direct materials <sup>1</sup> suppliers rated high risk <sup>2</sup> (0 companies). 2) Supplier CSR risk level: No service vendors or labour agents rated high risk <sup>2</sup> (0 companies).
<b>2</b>	Enhance conflict minerals surveys	1) Survey return rate: 100%. 2) Provision of smelter or refiner information to suppliers: monthly (12 times/year).
<b>3</b>	Reinforce supply chain BCM <sup>3</sup>	1) Impact on sales from supply chain disruptions: zero.

<sup>1</sup> Direct materials: Raw materials, parts, subcontracted processing, etc., required for finished product assembly.

<sup>2</sup> High risk: A score of less than 60 points on the SAQ or an unresolved Priority (highest severity) nonconformance in an audit including an RBA VAP audit.

<sup>3</sup> BCM: Business Continuity Management.

## Responsible Sourcing of Minerals

Profits from the extraction and sale of minerals such as tin, tantalum, tungsten, and gold (3TG) in conflict-affected areas such as the Democratic Republic of the Congo (DRC) and adjoining countries are a source of funding for armed groups and anti-government forces

carrying out atrocities and gross 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 labour. Mineral mining and trade have adverse social and environmental impacts.

As a matter of corporate policy, Epson eschews involvement in human rights abuses and environmental destruction and will not tolerate any manner of human rights abuses associated with the minerals it uses. 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 Organisation 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 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 2024, Epson conducted a survey of 3TG and cobalt and received completed surveys from 99.6% of the suppliers of parts/materials containing 3TG and 99.1% of the suppliers of parts/materials containing cobalt. 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 [here](#) for details

### **Training and whistleblowing systems**

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. Since the 2022 fiscal year, to increase consciousness of human rights, we have

been providing online courses in the fundamentals of business and human rights and about Epson's initiatives concerning human rights. These courses are mandatory for all officers, employees, contract employees, and dispatch workers of Seiko Epson and its domestic affiliates, as well as for all managers and above at overseas subsidiaries. The courses have been completed by 87.9% of those eligible in Japan and 95.8% of those eligible overseas. We also continue to hold expert seminars on human rights for Epson Group officers and employees.

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 cooperation with Epson's Basic Procurement Policy and sustainable procurement practices.

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.

We believe that it is important for suppliers to voluntarily undertake CSR initiatives after understanding the underlying objectives, rather than viewing the activities as an end in themselves. We see human rights as a priority issue. It is also an area where the expectations of society are rapidly evolving. We have therefore been holding annual seminars by outside consultants since 2022, which many suppliers have attended.

### **Grievance mechanism**

Epson has a grievance mechanism that anyone who has had, or feels they have had, their human rights violated in association with Epson's business activities can use to file a complaint without fear of retaliation. This mechanism is aligned with the United Nations Guiding Principles on Business and Human Rights (Principles 22, 29, and 31). Epson takes all complaints seriously and strives to enhance the effectiveness of appropriate remedies.

The grievance mechanism has three uses. It is used as:

- (1) a means of reporting specific adverse human rights impacts in order to provide remedy and correction;
- (2) a tool for assessing human rights impacts; and
- (3) a way to confirm that remedies and corrective actions have been properly implemented for identified human rights issues.

Epson has set up numerous grievance mechanisms. In addition to the Epson Helpline and an Employee Counseling Office, the company has specialized advisory services to handle human rights-related inquiries and reports from employees (including contract employees, part-time employees, temporary employees, agency workers, etc.). There are advisory services for harassment, long working hours, foreign employees, and diversity issues, among others. The advisory services take into consideration the wishes of the person making an inquiry or reporting an incident as they ascertain the facts and act to remedy the situation and prevent recurrences.

Epson has also established compliance hotlines as grievance mechanisms that suppliers can use to report or discuss violations or potential violations of legislative requirements and the Epson Group Supplier Guidelines. In addition to actions that violate or may violate laws, regulations, or the Epson Group Supplier Guidelines, suppliers can use the compliance hotlines to report or discuss concerns about human rights abuses and conflict minerals. These hotlines are being used to further promote ethical corporate conduct, so their use is encouraged. Reports may be made anonymously, and whistleblowers 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.

Customers, investors, community residents, and other stakeholders can access advisory services on the corporate website. In addition, they can file grievances via an Engagement and Remedy Platform provided by the Japan Center for Engagement and Remedy on Business and Human Rights (JaCER), which Epson joined as a member in April 2024. JaCER is an organisation that aims to provide a cooperative "Engagement and Remedy Platform" involving multiple member companies for redress of grievances and to act in a professional capacity to support and promote redress of grievances by member companies based on the United Nations Guiding Principles on Business and Human Rights. Epson will use these advisory services and platforms to appropriately respond to reports and concerns regarding human rights from a wide range of stakeholders.

### **Further steps**

Epson will continue to verify the effectiveness of measures taken to ensure that the supply chain is free of modern slavery and human trafficking. It will focus particularly on improving the effectiveness of human rights due diligence. This includes efforts to instill Epson's attitude and policies on human rights throughout the Epson Group and its supply chains, as well as stronger actions to redress human rights issues. Also, the due diligence process described in this report of identifying adverse impacts, making corrective action plans, tracking the effectiveness of remedial measures, and communication & reporting will be continuously improved upon. Supplier CSR initiatives and the responsible sourcing of minerals, which we are focusing on especially, are being continuously improved upon as well.

To further improve its policies and procedures, it will refer directly to UK's Modern Slavery Act 2015 (and its guidance updated on 25 March 2025), 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), Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, and Regulation (EU) 2024/3015 on prohibiting products made with forced labour and other legal requirements to ensure complete compliance.

This Statement was approved at the Seiko Epson Corporation's board of directors meeting on 2nd September 2025 and signed by the President of Seiko Epson Corporation.

A handwritten signature in black ink, reading '吉田 潤吉' (Yoshida Junkichi), in a cursive, fluid style.

**Junkichi Yoshida**  
**President, Board of Directors**  
**Seiko Epson Corporation**

**Date: 4th September 2025**

**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 2025.**

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 Ireland, 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 all products to Epson (U.K.) Limited, Seiko Epson Corporation and Epson Europe B.V. have assured and guaranteed Epson (U.K.) Limited that they are committed to combatting slavery and human trafficking in all of their businesses and supply chains. Epson (U.K.) Limited confirms the same commitment in the UK and Ireland market.

This Statement was approved at the Epson (U.K.) Limited's board of directors meeting on 18/09/2025 2025 and signed by the Managing Director.

Duncan Ferguson

Duncan Ferguson (18/09/2025 16:03:38 GMT+2)

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

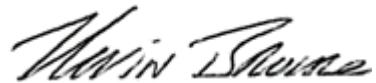
**Date: 18 September 2025**

**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 2025.**

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 and ink bottles 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 11th September 2025 and signed by the Managing Director.



**Kevin Browne  
Managing Director  
Epson Telford Limited**

**Date: 11<sup>th</sup> September 2025**

**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 2025.**

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 Tuesday 9<sup>th</sup> September, 2025 and signed by the Managing Director.



**Craig Heckenberg**  
**Managing Director**  
**Epson Australia Pty. Ltd.**

**Date:** Tuesday 9<sup>th</sup> September, 2025

**EPSON**

**This statement is made pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act and constitutes the slavery and human trafficking statement of Epson Canada, Limited for the financial year ending 31 March 2025.**

Epson Canada, Limited is a wholly owned subsidiary of Epson America, Inc. Our ultimate parent company is Seiko Epson Corporation, headquartered in Japan.

Epson Canada, Limited sells printers, business imaging, visual instruments, consumables and other products manufactured by Seiko Epson Corporation. This is our supply chain for products sold in Canada.

This Statement was approved at the Epson Canada, Limited's board of directors meeting on September 5, 2025 and signed by the Director, President & CEO.

DocuSigned by:  
  
290357946656432...

**Keith Kratzberg**  
**Director, President & CEO Epson Canada, Limited**

**Date:** 9/8/2025

**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 2025.**

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 Ireland, 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.



**Takanori Inaho**  
**President**  
**Epson Europe B.V.**

**Date: 18 September 2025**