

Anritsu Group – Modern Slavery Statement (April 2019 through March 2020)

This statement describes the activity from April, 2019 through March, 2020. The plan was announced as “Anritsu Group – Modern Slavery Statement” in June, 2019.

This statement has been published pursuant to the UK Modern Slavery Act and the Australian Modern Slavery Act.

Efforts to respect human rights

In accordance with the United Nations Global Compact and other international human rights norms, Anritsu Group has established Charter of Corporate Behavior and Code of Conduct to serve as its internal code of conduct, and has made clear its policy of not tolerating child or forced labor, and has engaged in CSR management (currently called, “Sustainability Management”). Moreover, “Anritsu Group CSR procurement guideline” has been distributed to suppliers in the supply chain in Japan, and various initiatives have been implemented, including general surveys of suppliers' actual conditions.

The Modern Slavery Act, which aims to regulate child labor, forced labor, slavery, servitude and human trafficking, was enacted in the UK (Modern Slavery Act 2015) in March 2015 and in Australia (Modern Slavery Act 2018) in December 2018. The Anritsu Group's efforts to date are in line with this Modern Slavery Act, and we have disclosed a statement in accordance with the law's requirements. We have taken the opportunity to promote respect for human rights within the Group and to further enhance our CSR procurement initiatives for our global supply chain suppliers.

Organizational Structure, Business and Supply Chain

Anritsu Group is a cutting-edge company involved in ICT (Information and Communication Technology) services comprised of Anritsu Corporation, 45 subsidiaries and an affiliated company which provides innovative solutions to help build next-generation of networks. It is the top supplier of mobile measurement, and delivers high-dimensional quality assurance including safety which has increasing needs in areas such as the food processing market.

The Group's supply chain in relation to its products and services is also expanding globally. Details of Anritsu Group's corporate activities are published on the following websites:

Japan <https://www.anritsu.com/ja-JP/>
UK <https://www.anritsu.com/en-GB>
Australia <https://www.anritsu.com/en-AU>

Human Rights Policy

Anritsu Group has a common Company Philosophy, Company Vision and Company Policy as guidelines for its corporate activities. In addition, with the Group's business expanding globally, it has agreed to and participated in the United Nations Global Compact which provides conduct principles as a global company. Anritsu also promotes Sustainability Management by establishing "Anritsu Group Charter of Corporate Behavior" and "Anritsu Group Code of Conduct" as guidelines for daily conduct.

*** Anritsu Group Charter of Corporate Behavior**

The policy of "Protecting Human Rights" is stated in Anritsu's corporate conduct guidelines, "Anritsu Group Charter of Corporate Behavior".

Protecting Human Rights: The Anritsu Group will respect the human rights of all those who are connected with it, and will not permit any discriminatory practice related to race, gender and so forth or infringement of individual dignity, and will never accept child labor or forced labor.

*** Anritsu Group Code of Conduct**

"Anritsu Group Code of Conduct", which prescribes the conduct of all Anritsu Group employees, includes the policies set forth below.

Respect of Human: We will respect every person's fundamental human rights from a defender of human dignity standpoint, eliminate prejudice, and will not discriminate depending on race, nationality, religion, creed, sex, age, social status, or disabilities whether mental or physical.

Anritsu Group's Human Rights Due Diligence Process (including the report of activity)

On joining the company, all employees are given "Anritsu Group Code of Conduct", which includes "Protecting Human Rights", and they make a pledge to comply with the Code of Conduct. Every year, they are conducted education to reaffirm the importance of respect for human rights, and they are also required submission of a written confirmation of compliance with the code of conduct. Furthermore, whether or not there are compliance issues, including in the area of protecting human rights, is checked and appropriately dealt with through regular corporate ethics surveys, whistle blowing and other means.

The activities in the period are as follows.

- April 2019: All Anritsu Group employees in Japan submitted a written confirmation of the Code of Conduct during the Corporate Ethics Promotion and Strengthening Week.
- October 2019: All Anritsu Group employees outside of Japan submitted a written confirmation of the Code of Conduct.
- October 2019: The regular corporate ethics surveys were performed in "Corporate ethics promotion month". The contents of the surveys include laws and regulations related to human rights.

- March 2020: As a result of our compliance promotion activities during the year, we reported to the Management Strategy Conference that there were no major legal compliance issues.
- March 2020: "Anritsu Group Compliance Activity Report FY2019" included the activity of "UK Modern Slavery Act" was reported to the Board of Directors.
- From April 2020 onwards, following Japan and the Americas, we plan to establish external consultation services for employees in the EMEA and APAC regions. As a result, all Anritsu Group companies will have an external consultation service.

Supply Chain Human Rights Due Diligence Process

The Anritsu Group CSR Procurement Guideline is distributed to supply chain business partners to seek their understandings of the Guideline. Also, letters of consent are obtained from the business partners to the effect that they will respect and cooperate with initiatives for the CSR Procurement Policy.

Anritsu also conducts CSR procurement surveys to its business partners. Based on the results of the surveys, we conducted the audit of several business partners. By further strengthening this initiative, we will grasp the actual situation of CSR procurement in the supply chain, and strive to penetrate and improve CSR procurement.

The surveys include the questions concerning the following topics:

1. Prohibit forced labor,
2. Prohibit inhumane treatment and infringements of human rights,
3. Prohibit child labor,
4. Prohibit discrimination,
5. Pay appropriate wages,
6. Regulate working hours,
7. Respect the rights to freedom of association

Supply Chain Risk Assessment (including the report of activity)

Anritsu grasps human rights risks in the supply chain by analyzing and assessing the content of the answers to the CSR procurement surveys. It also holds briefings for supply chain business partners, several times a year, to explain Anritsu Sustainability Management and CSR Procurement Policy and requests their understandings of CSR procurement.

The effectiveness of the supply chain business partners' CSR procurement is confirmed from the content of the answers to the CSR procurement surveys, as well as by monitoring the number of answers and response rates to the surveys. In addition, site visits to supply chain business partners have been scheduled to be conducted to confirm the effectiveness of CSR procurement in the supply chain.

In the period from April 2019 through March 2020, we conducted the following human rights due diligence activities in order to understand human rights risks in the supply chain.

- May 2019: At the business partner meeting, the Global Procurement Operation Division introduced "CSR Procurement Activities" and "SDGs" to the participating business partners. We also reported on the results of the CSR procurement survey for fiscal 2018 and asked for cooperation of the factory audit for fiscal 2019.

- November 2019: We have conducted factory audit of two secondary suppliers outside of Japan. As a result, we have confirmed that there are no pressing issues at this time and that the human rights risk is low.
- The activities related to "Human Rights Due Diligence for Supply Chain" from April 2020 are scheduled to be as follows.
 - ✓ Request business partners to communicate the CSR Procurement Policy and ask for cooperation.
 - ✓ Implementation of the factory audit for business partners regarding the human rights.

Enlightenment/Training (including the past and the report of activity)

We have performed the following enlightenment and WBT (Web based training) related to all of the employees of Anritsu Group globally.

- October 2016: "UK Modern Slavery Act" was introduced to all of the employees of Anritsu Group in Japan by the company newsletter.
- December 2016: "UK Modern Slavery Act" was introduced to all of the employees of Anritsu Group in the world by using the English company newsletter.
- January through March of 2017: The WBT of human right and "UK Modern Slavery Act" was performed for understanding by all Anritsu Group employees globally.
- March 2018 : All of the employees in Anritsu EMEA Limited have completed the WBT of "UK Modern Slavery Act".

This statement was discussed at the June 2020 Management Strategy Conference and subsequently approved by the Board of Directors of Anritsu Corporation.



Hirokazu Hamada
Representative Director, a member of the Board
President and Group CEO
ANRITSU CORPORATION
June 2020

This statement is made pursuant to the "Modern Slavery Act 2015" and is a statement of Anritsu EMEA Limited for fiscal year 2019.

As a subsidiary of Anritsu Corporation, Anritsu EMEA Limited has its head office at Luton in UK and carries out mainly sales and maintenance of communications measuring instruments in the Europe, Middle East and Africa regions.

As a subsidiary of Anritsu Corporation in the UK, Anritsu EMEA Limited fully comply with the Modern Slavery Statement released by the company headquarters.

This statement was discussed at the June 2020 Management Strategy Conference and subsequently approved by the Board of Directors.

The Vice President of Anritsu Corporation and Director of Anritsu EMEA Limited attended the Management Strategy Conference.



Kenji Tanaka
Managing Director of Anritsu EMEA Limited
June 2020

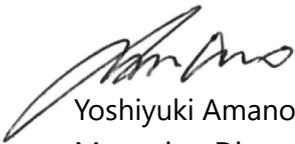
This statement is made pursuant to the "Modern Slavery Act 2018" and is a statement of Anritsu Proprietary Ltd. for fiscal year 2019.

As a subsidiary of Anritsu Corporation, Anritsu Proprietary Ltd. has its office at Mount Waverley in Australia and carries out mainly sales and maintenance of communications measuring instruments in Australia and Oceania region.

As a subsidiary of Anritsu Corporation in the Australia, Anritsu Proprietary Ltd. fully comply with the Modern Slavery Statement released by the company headquarters.

This statement was discussed at the June 2020 Management Strategy Conference and subsequently approved by the Board of Directors.

The Vice President of Anritsu Corporation and Director of Anritsu Proprietary Ltd. attended the Management Strategy Conference.



Yoshiyuki Amano

Managing Director of Anritsu Proprietary Ltd.

June 2020