



February 9, 2024

To Our Valued Supplier:

To advance diversity at Yaskawa Motoman, we focus on a three-pronged strategy – our people, our workplace and our marketplace. As we continue to focus on ways to provide innovative solutions to best serve customers, Yaskawa Motoman Robotics, recognizes that having a diverse supply chain enables us to tap into new and emerging technologies to deliver innovative solutions to our customers.

Consider this letter as notice that Yaskawa Motoman Robotics is an equal opportunity/affirmative action employer. It is our policy not to discriminate against qualified applicants and employees on the basis of race, color, religion, sex, national origin, disability or veteran/military status, genetic information (as defined by the Genetic Information Nondiscrimination Act), or any other status protected by law.

Yaskawa Motoman engages in Affirmative Action efforts, where appropriate, to employ, train and promote qualified minorities, women, disabled individuals, and veterans. The company is committed to provide a work environment where all individuals are treated with respect and dignity. Each individual has the right to work in an environment free of unlawful harassment including, but not limited to, sexual harassment.

As a supplier or vendor to Yaskawa Motoman and in compliance with Affirmative Action regulations, we request that you take action to ensure that your employment practices are nondiscriminatory and that you undertake affirmative action efforts where appropriate. We also remind you of your obligations as applicable.

1. You are aware of and comply with responsibilities under Executive Order 11246.
2. You do not and will not maintain any segregated facilities at any establishment, and that if does not nor will it permit employees to perform services at any location, under your control, where segregated facilities exist.
3. If applicable, you will file Employer Information Report EEO-1 as required by law.
4. If required by law, you will develop an Affirmative Action Program for each of your establishments. If so required, you will have or prepare such a program no later than 120 days after first contracts and/or orders become effective and maintain such program until no longer required by law.
5. You are bound by the provision of the Affirmative Action for Disabled Veterans of the Vietnam Era Clause set forth in CFR Section 60-250 promulgated under the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act.
6. You are bound by the provision of the Affirmative Action for Handicapped Workers Clause set forth in CFR Section 60-741 promulgated under Section 503 of the Rehabilitation Act of 1973.

Purchasing Manager