

Know your Ombudsman Functioning:

At **YASKAWA** an Office of OMBUDSMAN has been established for the benefit of Employees, Customers, Suppliers, & Shareholders (all stakeholders of YIND).

An OMBUDSMAN, will handle any grievance/conflict brought to attention.

An employee can communicate his/her concerns to the ombudsman through e-mail, letter. The ombudsman will support / direct / investigate in utmost fair manner to get in details for appropriate outcome on the concerns and in complete **confidentiality**.

Ombuds responsibilities are to ensure fair & just treatment to all. Ombuds reports into the Management, who would take suitable actions in line with the recommendations made.



Ask for help – Resources:

YASKAWA is committed to creating an environment where employees feel comfortable to speak up, ask for help and raise concerns. If you have a question or concern, speak with **[your manager], [Human Resources]**.

If you do not feel comfortable doing so, other available resources include:

Write directly to Ombudsman:
ombudsman@yaskawa.in