

# Respect for Human Rights

## Thoughts on human rights

Since it was founded, the Meiden Group has created and supplied a variety of technologies, products, and services, with a focus on electrical equipment that supports social infrastructure, and contributed to the sustainable development of society.

Respect for human rights is the foundation of our business activities to realize our corporate philosophies of “illuminating a more affluent tomorrow” and “for customer peace of mind and satisfaction.” Through its business activities, the Meiden Group will create a joyful and sustainable society for everyone, and comply with international human rights norms as indicated by the Meiden Group Corporate Code of Conduct.

In 2022, Meidensha signed a statement of support for the United Nations Global Compact and was registered as a participating company.


We also support the National Action Plan on Business and Human Rights (2020-2025) formulated by the Japanese government in 2020, and through its implementation, we strive to promote responsible corporate behavior with regard to respect for human rights.

Specifically, we identify, prevent, and mitigate potential human rights risks and impacts in our activities, including those in our supply chain, and disclose how we address them on an ongoing basis.

## The Meiden Group Human Rights Policy


As a policy for the concrete implementation of the above ideas, we have made the Meiden Group Human Rights Policy available in three languages (Japanese, English, and Chinese). In addition, we are working to ensure that it becomes ingrained in all employees through our human rights training.

Further, for the sake of both internal and external stakeholders, we regularly revise the Group’s Sustainable Procurement Guidelines, which include human rights considerations, to reduce human rights risks in our supply chain, and these guidelines are distributed to our business partners.

 The Meiden Group Human Rights Policy and Sustainable Procurement Guidelines can be found on our website. <https://meidensha.disclosure.site/en/themes/96>

## Promotion Framework

Twice a year, human rights progress reports are presented to the Board of Directors and the Executive Officers’ Meeting as part of Meidensha’s framework for promoting sustainability management. In particular, incidents of harassment are reported at regular meetings of the Compliance Committee, which oversees our response to them, and the nature of such incidents is also reported to management.

 The promotion framework can be found on our website. <https://meidensha.disclosure.site/en/themes/96>

## Relief and Remedy

### Regarding relief measures

#### [Establishment of a Compliance Hotline]

The Meiden Group has established whistleblowing systems available to internal and external stakeholders, and accepts reports concerning a wide range of human rights issues, from those that may arise on a daily basis to serious human rights violations. The internal Compliance Hotline and the Harassment Consultation Hotline are available for reports within the Group. We have established the Compliance Whistleblowing Hotline (for compliance issues) and Workplace Harassment Hotline (for harassment issues) as external whistleblowing services, and all stakeholders (including individuals and local residents) can use these systems to share their concerns through a contact form.

In accordance with national guidelines, the above whistleblowing services are designed to ensure information management and whistleblower protection, including the name of the whistleblower, and to allow for anonymous reporting. We take care to ensure that whistleblowers are not disadvantaged and strive to improve the credibility of our whistleblowing systems. Information received through our internal and external whistleblowing services is investigated by the Compliance Committee after confirming its content, and is handled in consultation with attorneys as necessary. Additionally, in the event that we confirm that there has been an impact on human rights, we are committed to providing redress to the affected parties in accordance with the Group’s Code of Conduct and other relevant standards.

## Human Rights Due Diligence

Meidensha practices human rights due diligence to identify, manage, prevent, and mitigate human rights risks in our business activities for all stakeholders. We also investigate the state of human rights using a questionnaire for our stakeholder suppliers on their sustainability and environmental protection initiatives.

In FY2023, for the first time we gave an impact assessment survey on human rights risks to our employees. Aiming to conduct a fact-finding investigation regarding current risks relating to human rights, we identified issues in this area. Going forward, we will conduct more in-depth investigations into these issues and further strengthen our response to prevent and mitigate negative impacts on human rights.

Schedule of initiatives to promote respect for human rights (scope: Meidensha)

Step	FY2022 and earlier	FY2023	FY2024	
			1st half	2nd half
Initiative	Join UN Global Compact			
Initiatives to promote and train	<ul style="list-style-type: none"> <li>Training for officers</li> <li>Workplace discussions (Human Rights Week)</li> </ul>	Workplace discussions (Human Rights Week)		Workplace discussions (Human Rights Week)
Establish policy	<ul style="list-style-type: none"> <li>Revise Human Rights Policy</li> <li>Revise Corporate Code of Conduct</li> <li>Establish Sustainable Procurement Guidelines</li> </ul>			
Conflict minerals	3TG* survey	Survey 380 business partners with CMRT (Conflict Minerals Reporting Template)	FY2023 survey	
	Cobalt survey	EMRT (Extended Minerals Reporting Template)	FY2023 survey (cobalt & mica survey)	
Human rights due diligence	Self-assessment	Survey scope	Japanese subsidiary self-assessments	
		Risk inventory		
	Risk assessment	Study of impacts and countermeasures	Japanese subsidiary risk assessments	
		Measures		
Issue list creation				
Impact assessment		Departmental interviews		
		Identify issues		
		Sort out discussion points		
		Survey, tabulation and analysis using assessment sheets for employees		

\*3TG: Tin, Tantalum, Tungsten, Gold

## Human Rights Education for Officers and Employees

Meiden Group conducts various training programs to promote respect for basic human rights. We offer periodic group training and videos (in Japanese, English, and Chinese) on compliance and harassment to raise all Group employees’ awareness of these issues. We also increase understanding and awareness by providing

opportunities for individuals to reconsider their workplace and ways of thinking. We have also expanded anger management training for managers to include all employees. Through the training, we raise awareness to respect the personalities and ideas of others.

Content of Human Rights Training (FY2023)

Training type	Targets	Human rights themes dealt with	No. of persons taking training
Workplace discussions relating to human rights	All Group employees	Link between business and human rights	5,867
Harassment education	All Group employees	Prevention of various types of harassment	6,575
Compliance manager training	Compliance managers	Responses to consultations regarding harassment, etc.	124
Anger management training	All Group employees	Understanding and controlling anger, which can lead to harassment	1,921