

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 as part of Meidensha’s framework for promoting sustainability management. Due diligence for human rights is conducted by the Human Rights Promotion Department, which comprises primarily of the Sustainability Management Promotion Division, Human Resources

Management Group, Corporate Governance Management Group, and the Procurement Group. Reports on specified and evaluated risks arising from human rights due diligence are provided to the Sustainability Management Promotion Committee and the Sustainability Management Strategy Committee, as well as to the Executive Officers’ Meetings and the Board of Directors via the Risk Management Committee. Incidents of harassment are reported and supervised at regular meetings of the Compliance Committee, and the nature of such incidents is also reported to management.

Relief and Remedy

The Meiden Group has established separate consultation hotlines available to internal and external stakeholders. Internally, we have established the Compliance Hotline and the Harassment Consultation Hotline. Externally, we have established the Compliance Whistleblowing Hotline (for compliance issues) and the Workplace Harassment Hotline (for harassment issues), which all stakeholders (including individuals and local residents) can access through a contact form on our company website. In accordance with national guidelines, we accept anonymous consultations and ensure that whistleblowers are not subject to any disadvantage. Information received is reviewed, and investigations are conducted by the Compliance Committee, the Harassment Prevention Committee, and other relevant bodies, working with external organizations as necessary. When we confirm that human rights impacts have occurred, we are committed to providing remedies to affected parties and taking corrective actions in accordance with our Group Code of Conduct and other guidelines.

Human Rights Due Diligence Risk Assessment and Impact Assessments

The Meiden Group practices human rights due diligence based upon international regulations such as the UN’s Guiding Principles on Business and Human Rights in order to identify, manage, prevent, and mitigate human rights risks in our business activities for all stakeholders.

In FY2023, we conducted human rights risk impact assessments of all company employees in order to survey human rights risks (4,825 people surveyed, a 68.2% response rate).

In FY2024 we expanded the survey range and conducted impact assessments for all employees of our domestic subsidiaries (4,460 people surveyed at 17 domestic subsidiaries, a 72.2% response rate).

In FY2024, we also conducted impact assessments on human rights and occupational safety and health for our primary suppliers. (377 companies surveyed, for a 70.3% response rate.)

Assessment Results

Based on the results of these risk assessments and impact assessments, we extracted issues reagrding human rights, evaluated and mapped the level of impact, and then identified

seven areas from the table below as high risk categories that signified prominent human rights issues.

Prominent human rights issues	Extracted human rights issues	Risk assessment result	Related stakeholder
	Discrimination in employment conditions and benefits	Low	• Procurement suppliers, Business partners
	Discrimination in opportunities and evaluations	Low	• Procurement suppliers, Business partners
	Equal pay for equal work	Low	• Procurement suppliers, Business partners, Employees
	Harassment	High	• Employees, Local residents
	Adequate compensation and payment of a living wage	Low	• Procurement suppliers, Business partners
	Excessive work and long working hours	High	• Procurement suppliers, Business partners, Packaging and loading business partners / Transport business partners, Employees
	The right to enjoy safe and healthy working conditions	High	• Procurement suppliers, Business partners, Packaging and loading business partners / Transport business partners, Employees
	Forced labor practices	High	• Procurement suppliers (palm-oil related) • Procurement suppliers (conflict minerals related), Business partners (conflict minerals related)
	Child labor practices	High	• Procurement suppliers (palm-oil related) • Procurement suppliers (conflict minerals related), Business partners (conflict minerals related)
	The right to education	High	• Procurement suppliers (palm-oil related) • Procurement suppliers (conflict minerals related), Business partners (conflict minerals related)
	The right to privacy	Low	• Employees, Local residents
	The right to enjoy an adequate living standard and a healthy body	Low	• Employees
	Impacts on local residents’ lives	Low	• Procurement suppliers, Business partners, Procurement suppliers (palm-oil related), Local residents
	Consumer health and safety	High	• Customers

Initiatives to Address Identified Human Rights Issues

Moving forward, we will recognize these prominent human rights issues as critical and urgent issues to address and conduct more detailed surveys, then strengthen our repsones to prevent or reduce the negative impact of impediments upon

human rights. We will also continue to conduct periodic impact assessments of our stakeholders and review human rights risks. By doing so, we will continually revise and prevent human rights issues and ensure the human rights of all stakeholders.

Actions to Date and Future Countermeasures

Prominent human rights issue	Related stakeholder	Current state of primary action	Main countermeasure to strengthen future conditions
Harassment	Employees	<ul style="list-style-type: none">Established a Harassment Consultation Hotline (internal and external reports)Harassment Prevention Committee collects information and respondsDisclose the number of reports (website)Operate a Compliance Committee and appointed a compliance managerConduct harassment training	<ul style="list-style-type: none">Conduct anger management training (all employees)Conduct unconscious bias training (all employees)Hold hearings with affiliated companies on harassment countermeasures
Excessive work and working hours	Employees	<ul style="list-style-type: none">Introduced a notification system to prevent working over 40 overtime hoursPeriodic checks on overtime hoursEstablished a pathway to report excessive work hours to management, and instructed and trained relevant departments	<ul style="list-style-type: none">Improve employee work management literacyIntroduce a notification system to prevent overtime hours (to the relevant employee and department heads)Encourage workers to take annual paid leaveProvide training on improving appropriate work management
	Transport business partners	<ul style="list-style-type: none">Conduct surveysSecure drivers and workers so that, in principle, workers don’t work excessively long shifts	<ul style="list-style-type: none">Fortify management systems
The right to enjoy safe and healthy working conditions	Employees	<ul style="list-style-type: none">Conduct workplace health and safety patrols , measure working environments, hold periodic checkupsHealth and safety training (new assignment training, foreman training, special training as required by laws)Safety awareness training (improving danger sensitivity)Safety Promotion Center to prevent employees from forgetting past incidentsIncident occurrence reports, cause exploration, and recurrence prevention measuresPrevent similar incidents through lateral dispersion of disaster informationUnderstand risks from near-miss incidents via related risk assessments	<ul style="list-style-type: none">Integrate AI into security cameras to eradicate unsafe behaviorImprove and enrich the safety information management systemCreate a system to quantitatively evaluate improvements to employee danger sensitivity
	Business partners / Packaging, loading, and transport business partners	<ul style="list-style-type: none">Conduct surveysConduct safety education and consult on JISHA health and safety resultsTrace evaluation and wait times by verifying and inspecting operational management (transport)Hold safety events and conduct shared patrols	<ul style="list-style-type: none">Use SAQs to verify supplier and business partner information, and review evaluations of severity and chance of occurrence. If results indicate that guidance is necessary, review and implement countermeasures based on our Sustainable Procurement Guidelines
Forced labor practices Child labor practices The right to education	Procurement suppliers (conflict minerals related) / Business partners (conflict minerals related)	<ul style="list-style-type: none">Investigate conflict mineralsIssue, collect, and disclose CMR sheets	<ul style="list-style-type: none">Company investigations: Strengthen treatment of non-responsive companies, improve response rate (update information for companies that have already responded)Product investigations: Create an investigation system and provide support for investigations in each department
Consumer health and safety	Customers	<ul style="list-style-type: none">Prepared standards and processes linked to a QR mapLaterally disclose cases of defects and share information on actions to improve qualityVerify and propose technologies required to address the cause of defectsConduct defect reclamation tracingSupplier guidance (production management conditions, items and methods for testing)Unified management of information disclosure through PR, IR, and communicationsPR activities that account for diversified views	<ul style="list-style-type: none">Establish a system to catch signs of defects (statistical product quality management)Strengthen supplier assessmentsPromote rotation of technical and expert employees between factories and development business unitsAdequately and promptly announce information by continually improving danger management broadcast capabilities as a crisis management initiative