

## Respect for human rights

### Basic stance

The Sansha Electric Manufacturing Group defines respect for human rights as a key management pillar in its operation of global businesses. The Group's business activities are dependent on its relationships with its many stakeholders, and we are profoundly aware of their impact on human rights. Inappropriate actions regarding human rights could damage the value of the corporate brand and lead to the realization of serious management risks such as a boycott of the company's products or the suspension of business transactions. In light of this, we have established the Sansha Electric Manufacturing Group Human Rights Policy. It governs all our business activities. We comply with laws and regulations, and in our Procurement Policy we emphasize considerations for human rights and the environment. In addition, we provide training to employees and operate helpdesks that receive complaints from suppliers to facilitate our implementation of effective initiatives. Going forward, we will continue to review our implementation of human rights due diligence activities and work to step up our efforts.

Sansha Electric Manufacturing Human Rights Policy  
<https://www.sansha.co.jp/eng/company/philosophy.html#HUMAN>



### Carrying out responsible sourcing

Operating businesses that provide a wide range of products around the world, the Sansha Electric Manufacturing Group seeks to gain its suppliers' understanding of and agreement to compliance with laws, regulations and social norms, considerations regarding human rights and industrial health and safety, the non-use of conflict minerals, environmental considerations and other responsibilities to society. We will conduct sustainable procurement activities through our supply chain.

The Group assesses and selects its suppliers impartially in accordance with its Supplier Selection Policy. In addition, we have formulated the Sansha Electric Manufacturing Group Conflict Minerals Response Policy. It expressly states that the Group, from a humanitarian perspective, will not use conflict minerals (tin, tantalum, tungsten and gold) produced through inhuman acts in the Democratic Republic of Congo and its surrounding areas.

Procurement Policy, Supplier Selection Policy and Sansha Electric Manufacturing Group Conflict Minerals Response Policy  
<https://www.sansha.co.jp/eng/csr/purchase.html>



### Helpdesks for inquiries and reports

The Group has set up compliance helpdesks that receive inquiries and reports regarding misconduct, violations of laws and regulations, infringements of human rights and similar matters. They pursue a basic policy of responding to inquiries and reports quickly and impartially while maintaining the anonymity of and protecting whistleblowers.

The Legal Governance Promotion Office receives and checks inquiries and reports to investigate matters and implement corrective measures together with outside experts if needed. Through these initiatives, we strive to create a sound corporate culture based on transparency and ethics together with all of our stakeholders.

### Human rights training

We provide human rights training throughout the Group in the form of e-learning programs with the goal of increasing awareness of business and human rights. The content of the programs is designed to increase participants' understanding of the Group's basic stance on human rights and points to note in the implementation of their duties. We endeavor to help individual employees adopt behaviors that respect human rights in their everyday operations. We are also working to continuously improve people's understanding of human rights by, for example, featuring articles about human rights in our internal newsletter. We will continuously seek to create a corporate culture in which all our employees respect human rights and regard them as a subject that is personally important to them.

