Respect for Human Rights



The Sansha Electric Manufacturing Group recognizes respect for human rights as one of its key responsibilities in conducting business activities. Based on the Sansha Electric Manufacturing Group Human Rights Policy, we promote business activities that respect the human rights of our diverse stakeholders, including employees, business partners, and local communities. We also work to raise awareness of respect for human rights and foster a corporate culture that values human rights through responsible procurement activities, the operation of consultation and whistleblowing systems, and awareness-raising activities.

Basic stance

As the Sansha Electric Manufacturing Group expands its business globally, we recognize respect for human rights as an important management issue. Our business activities are built on relationships with a wide range of stakeholders, and business activities that fail to adequately consider human rights may pose risks to our corporate value and trust. For this reason, we have established the Sansha Electric Manufacturing Group Human Rights Policy and are working to respect human rights in compliance with laws and regulations and in accordance with internationally recognized human rights principles. Going forward, in light of changes in the business environment and societal expectations, we will continue to consider initiatives to identify human rights risks and strengthen our response to them.

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

Human Rights Initiatives Cycle



The Group continuously improves its initiatives to respect human rights and seeks to enhance their effectiveness.

Carrying out responsible sourcing

The Sansha Electric Manufacturing Group places importance on compliance with laws, regulations and social norms, considerations regarding human rights and occupational health and safety, and environmental considerations, and promotes sustainable procurement activities throughout its supply chain. In accordance with its Supplier Selection Policy, the Group also maintains fair and impartial business relationships and works to promote understanding of respect for human rights through communication with its business partners.

In FY2025, the Group reviewed the Sansha Electric Manufacturing Group Conflict Minerals Response Policy in light of recent social trends and changes in the environment surrounding the supply chain. Going forward, we will continue to promote responsible procurement activities that take human rights and social issues into consideration.

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

Consultation and whistleblowing contact for suppliers

The Group has established a dedicated helpdesk to receive inquiries and reports from business partners and other relevant parties regarding violations of laws and regulations, misconduct, infringements of human rights, and similar matters. We ensure the protection of whistleblowers and confidentiality, while appropriately investigating and responding to information received and taking corrective measures as necessary.

We position this helpdesk as an important mechanism for the early detection and correction of various risks, including human rights infringements, and have established an environment in which our business partners can raise concerns and make reports with confidence. Going forward, through fair and ethical business practices, we will continue to respect the human rights of all stakeholders, including our business partners.

Human Rights Awareness

The Group conducts human rights awareness-raising activities with the aim of increasing understanding of “business and human rights.” We use our internal newsletter and other communication channels to provide easy-to-understand information on human rights and topics relevant to employees’ everyday lives, thereby promoting greater understanding among individual employees. Going forward, we will continue to raise awareness to encourage actions that respect human rights.