



Respect for Human Rights

Management with respect for humanity

Since our foundation, we have embraced “management with respect for humanity” and developed our business by considering the human rights of the employees working in the IDEC Group, and indeed all stakeholders.

International principles and guidelines for conduct supported by the IDEC Group

- The Ten Principles of the United Nations Global Compact
- United Nations Guiding Principles on Business and Human Rights
- International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, Children’s Rights and Business Principles
- The Responsible Business Alliance (RBA) Code of Conduct

Related material issue

Business foundation

Major sustainability KPIs (FY2023-2025)

- Human rights and compliance training attendance rate: **100%** (Japanese group companies)

Basic approach

Since the founding in 1945, the IDEC Group has advocated “management with respect for humanity,” and has positioned this as the foundation of our every action in “The IDEC Way,” our corporate philosophy. We respect humanity and endeavor to avoid discrimination of any form, including on the basis of race, skin color, age, gender, sexual orientation, gender identity, sexual expression, ethnicity, nationality, disabilities, pregnancy, religion, political party affiliation, labor union affiliation, experience with military service, protected genetic information, and marital status.

As a company engaged in business globally, we support international principles and norms including the United Nations Guiding Principles on Business and Human Rights, work to respect human rights, and recognize the need to mitigate or prevent any adverse impacts our corporate activities have on the human rights of various stakeholders.

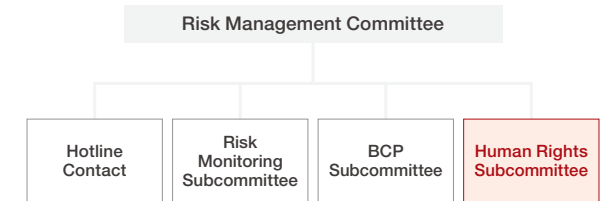
We have established a Human Rights Policy to ensure that all people involved with the IDEC Group have a strong awareness of human rights and contribute to the sustainable development of society. We newly formulated the IDEC Human Rights Statement and revised our Human Rights Policy in 2023. We expect all business partners including our suppliers to understand and support this policy, and we continually encourage our business partners to respect it.

Implementation structure

We established a Human Rights Subcommittee within the Risk Management Committee, a specialized committee of the Sustainability Committee chaired by the CEO in 2024.

The Human Rights Subcommittee, working under the executive officer in charge of strategic planning, monitors the status of initiatives and activities concerning human rights globally, clarifies action items, and implements them in coordination with related functions as necessary.

The details of activities are deliberated over and reported to the Sustainability Committee under the supervision of the Board of Directors.



Process for addressing human rights

During FY2024, we clarified our procedures for implementing actions that address and promote human rights. Going forward, we will continue to promote various initiatives in line with these procedures.

Process for addressing human rights

Human rights due diligence	Establishment of policies	FY2024 <ul style="list-style-type: none"> ■ Formulation of the IDEC Human Rights Statement and revision of the IDEC Human Rights Policy ■ Disclosure of the statement and the policy on the website in Japanese, English and Chinese (simplified and traditional)
	Assessment of impacts on human rights	FY2025 <ul style="list-style-type: none"> ■ Assessment of impacts on human rights ■ Identification of high priority human rights issues ■ Enhancement of CSR self-assessment to suppliers, and implementation of internal human rights assessment in light of high priority human rights issues
	Preventive and corrective measures (plan)	<ul style="list-style-type: none"> ■ Promotion of specific efforts to implement preventive and corrective measures for identified high priority human rights issues
	Monitoring (plan)	<ul style="list-style-type: none"> ■ Monitoring of the status after the implementation of preventive and corrective measures ■ Supervision by the Board of Directors and Risk Management Committee
	Disclosure of information (plan)	<ul style="list-style-type: none"> ■ Disclosure of initiatives on the IDEC website and integrated report (IDEC Report)
	Establishment of a human rights remedy mechanism (plan)	<ul style="list-style-type: none"> ■ Establishment of a grievance mechanism for internal and external stakeholders to address negative impacts on human rights

Assessment of impacts on human rights

The Risk Management Committee’s “Human Rights Subcommittee” has identified and assessed potential negative impacts on human rights within our value chain that could

be caused by the IDEC Group’s business decisions and operations. Human rights items below are based on “Human rights items significant to the IDEC Group” in the IDEC Human Rights Statement. Going forward, we will formulate policies that outlines the implementation of preventive and corrective measures to address these high priority human rights issues.

Human rights issues and stakeholders that may be negatively impacted

- Tier 1: High priority human rights issues
- Tier 2: Risks that need addressing

Human rights items	Impacted stakeholders			
	Employees	Supply chain	Customers	Local communities and society
Freedom of employment	□	■		
Prohibition of child labor and the protection of young workers		■		
Fair working hours	■	■		
Fair wages & benefits	□	■		
Elimination of discrimination/harassment	■	■		■
Freedom of association	□	■		
Occupational health & safety	■	■		
Protection of personal information & privacy	□	■	■	
Human rights issues related to technology and AI		□	□	□

Examples of high priority human rights issues (Tier 1) and possible negative impact

■ Employees

Fair working hours	Failure to provide employees with leave essential for safety, health problems due to long working hours, and work outside statutory working hours
Elimination of discrimination/harassment	Lack of consideration for minorities and diversity, and human rights violations due to various forms of harassment
Occupational health & safety	Accidents and adverse physical, mental or cognition impairment caused by working environment

■ Supply chain

Freedom of employment	Forced labor, human trafficking, retention of foreign workers’ passports to deprive them of freedom of movement, and the violation of freedom to change jobs
Prohibition of child labor and the protection of young workers	Failure to verify the age of young workers, damages to children’s health and safety, and disruption of their growth and learning
Other issues related to the work environment in general	Health problems due to long working hours, accidents due to work environment, leaking of personal information

■ Customers

Protection of personal information & privacy	Improper collection, leaking, and unconsented use of personal information
--	---

■ Local communities and society

Elimination of discrimination/harassment	Lack of consideration for minorities and diversity, and human rights violations due to various forms of harassment
--	--

Prohibition of forced and child labor

The IDEC Group prohibits all forms of forced labor and child labor including slavery and human trafficking in the IDEC Human Rights Policy. This also applies to the supply chain. In the IDEC Group CSR Procurement Guidelines, we prescribe a prohibition on forced labor including slavery and human trafficking and require our suppliers to comply with those stipulations.

Human rights education and training

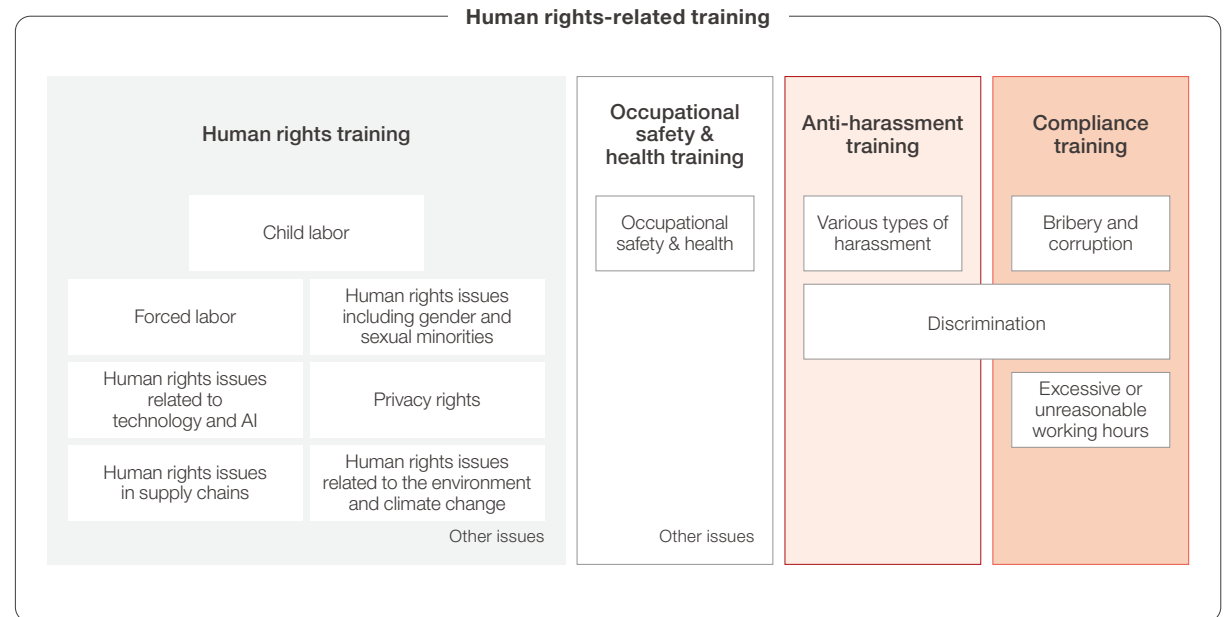
In position-based training for new graduate hires, mid-career hires and promoted employees, we conduct human rights training and workshops based on the United Nations Guiding Principles on Business and Human Rights.

As human rights-related training that broadly covers

areas of human rights to be respected by companies, we provide education and training that incorporates human rights themes into anti-harassment training, compliance training and occupational safety & health training.

We conducted video-based anti-harassment training and compliance training for our Japanese group companies in FY2024. The attendance rates were 100% for anti-harassment training and compliance training respectively. In conjunction with the training, we are also distributing IDEC Group Harassment Case Cards to employees with subordinates, to foster correct knowledge about harassment and prevent it from happening. We plan to expand human rights-related training globally in the future.

We have also posted videos on forced labor and child labor, and a checklist to confirm the relationship between human rights and our business on our corporate intranet, as part of efforts to promote understanding and raise awareness of human rights issues among employees.



IDEC Human Rights Statement

The IDEC Group’s vision is to “Pioneer the new norm for a safer and sustainable world.” We envision a safer and more sustainable world, bringing happiness and peace of mind for all. As we strive towards achieving this vision, the IDEC Group also strives to make the most of its efforts to clarify its approach to respecting human rights. We have established this Human Rights Policy (hereinafter referred to as the “policy”) as an upper-level guideline, incorporating the opinions of external experts.

Scope of Application

This policy is applicable to all personnel of IDEC Corporation and IDEC Corporation Group Companies (hereinafter referred to as the IDEC Group) across all levels of employment; executives, fixed term/part-time employees, temporary employees, and contract employees (hereinafter referred to as employees). In addition, the IDEC Group expects all business partners, including suppliers, to understand and support the contents of this policy. We will continue to encourage and ensure that they are following and respecting the policy.

Commitment to the Respect for Human Rights

The IDEC Group is fully committed to the respect for human rights in adherence with the United Nations “Guiding Principles on Business and Human Rights” and its referencing rules “International Bill of Human Rights” and the International Labour Organization (ILO) “Declaration on Fundamental Principles and Rights at Work”, as well as “Children’s Rights and Business Principles” and other international norms and principles relating to human rights.

Human rights items significant to the IDEC Group

At the time of creating this policy, the IDEC Group considers the following human rights items to be of particular importance in reference to our business.

- 1 Freedom of Employment
- 2 Prohibition of Child Labor and the Protection of Young Workers
- 3 Fair Working Hours
- 4 Fair Wages & Benefits
- 5 Elimination of Discrimination/Harassment
- 6 Freedom of Association
- 7 Occupational Health & Safety
- 8 Protection of Personal Information & Privacy
- 9 Human Rights Issues Related to Technology and AI

The preceding list of human rights items is not exhaustive and is subject to updates in accordance with the results of human rights impact assessments under due diligence continuously implemented based on the policy.

Remediation

In the unlikely event that the IDEC Group’s business activities, products or services have a negative impact on the human rights of our customers, local communities, or our stakeholders, the IDEC Group will provide relief/aid via appropriate procedures. If a business partner of the IDEC Group, including suppliers, is found to have a negative impact on the human rights of our stakeholders in connection with the IDEC Group’s business activities, products or services, the IDEC Group will exercise its influence over the business partner, and by doing so, seek to provide relief for those affected.

Application & Observations of Laws

The IDEC Group complies with all applicable laws and regulations of its operating countries and regions. In the event that the laws and regulations of a country or region is in contradiction of internationally recognized laws and regulations of human rights, the IDEC Group will seek to prioritize and adhere to those internationally recognized.

Governance

The IDEC Group is committed to establishing a framework for an internal “Human rights due diligence” system to fulfill the responsibility of respecting and promoting human rights. Furthermore, the IDEC Group will ensure the proper integration of this policy into its business activities by reflecting it in human resources, procurement and other related policies, procedures, and contents.

Human Rights Due Diligence

The IDEC Group will implement the following process to ensure the human rights due diligence is appropriately incorporated into all aspects of its business, in accordance with the United Nations Guiding Principles on Business and Human Rights.

The IDEC Group will identify, assess, prevent, and reduce any negative impacts on human rights that may occur along the value chain as a result of the IDEC Group’s business decisions and operations. Subsequently, the IDEC Group will track and evaluate the effectiveness of its responses and will periodically disclose these efforts through channels such as the website.

In conducting the above human rights due diligence, the IDEC Group will adhere to international norms and principles related to humans rights mentioned above, and will also comply with the Responsible Business Alliance (RBA) Code of Conduct, standards, and procedures, which are international CSR standards for the supply chain of electronic components.

In situations involving stakeholders where the IDEC Group cannot control decision-making, the IDEC Group will continue to exert its influence to ensure that the policy is respected and work to avoid complicity in human rights abuses.

Grievance Mechanism

In addition to the IDEC Hotline for IDEC Group employees, the IDEC Group will establish a report desk that those within the company such as employees and those outside such as suppliers, business partners, members of the local community, and stakeholders can use. By creating the report desk, the IDEC Group aims to quickly identify concerns including

negative impacts on human rights at an early stage, enabling us as a group to resolve the presented issues via necessary procedures swiftly. Whistleblowers’ information and the contents of their report will be kept confidential to protect their identity, and thorough protection will be provided to avoid any outcomes of unfavorable treatment or retaliation measures against the whistleblower.

Stakeholder Engagement


The IDEC Group recognizes the importance of addressing the negative impacts on human rights from the perspective of individuals or groups affected. Therefore, the IDEC Group will make efforts to engage in direct dialogue with the affected groups or via a legitimate representative, such as NGOs, while additionally, considering the opinions of external experts in its efforts.

Awareness and Education

The IDEC Group will conduct appropriate education and training for all officers and employees to raise awareness of this policy within the company. Additionally, to integrate this policy effectively into the company’s business activities, it will be reflected in relevant policies, procedures, and its operations. The IDEC Group will also develop the capabilities of its personnel to ensure the effective implementation of “human rights due diligence,” and strive for a commitment to human rights throughout the supply chain by ensuring that suppliers and business partners are fully aware of the contents of this policy.

Human Rights Policy Process and Review

The IDEC Group will continue to take into consideration societal trends, changes in the business environment, and dialogues with stakeholders, to periodically review this policy and strive to enhance efforts in respecting human rights.

 **More information is available here.**
<https://us.idec.com/social/human-rights>