



**OMRON**

# Respecting Human Rights

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A statement prepared by the OMRON Group, including **OMRON Electronics Norway A/S**, and published on the 1<sup>st</sup> of May 2023

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## This Statement

As the OMRON Group, we are deeply conscious of the fact that all human beings should be free and equal. As a result, we are committed to ensuring that no infringement of human rights takes place in any part of our business nor our supply chains. This statement, which we have prepared in accordance with the Norwegian Transparency Act, concerns the entire OMRON Group, including **OMRON ELECTRONICS NORWAY A/S**, and asserts our responsibility to respect the human rights of all people.





## The OMRON Group and our area of operations

The “**OMRON Group**” consists of the OMRON Corporation, based in Japan, and its 155 consolidated subsidiaries spread all over the globe. Together we employ some 29,000 employees worldwide, all of whom work to provide products and services globally. We are engaged in automation-related businesses, where we draw on their core technology of sensing and control. Our business fields cover a broad spectrum, ranging from industrial automation and electronic components to social infrastructure systems including automated tickets gates, solar power conditions and healthcare.





## Our guidelines

### A. The OMRON Principles

The mission of the OMRON Group is a bold one: “To improve lives and contribute to a better society”. Our mission was established in 1959 by our founder, *Kazuma Tateishi*, and since then, it has continuously served as the underlying management philosophy of the OMRON Group. Continuing in the spirit of our mission, we then established the “OMRON Principles” to underscore our desire to shape a sustainable society.

The OMRON Principles are: “Innovation Driven by Social Needs,” “Challenging Ourselves,” and “Respect for All.” The value “Respect for All” represents our pride in acting with integrity and our ongoing belief in human potential. It refers to our commitment to respecting our diversity, different personalities, and individuality, as we pursue fulfilment at work and a rewarding life at home and in society.





## **B. Shaping the Future 2030**

Last year, our then President and CEO, *Yoshihito Yamada*, announced our new long-term vision for Fiscal Year 2030. Named as “Shaping the Future 2030 (SF2030)”, our current vision is an extension of our OMRON Principles-based management philosophy. Our vision underscores our desire to shape a sustainable society through continuous creation of social as well as corporate value via integration of business growth and sustainability.

We made a key commitment as part of SF 2030. We decided, as a group, to strengthen and prioritize our sustainability initiatives when it comes to respecting human rights on a global scale. Flowing directly from that commitment, we established the OMRON Human Rights Policy in March 2022, fully in alignment with the UN Guiding Principles on Business and Human Rights.



### C. Our Human Rights Policy

In the [OMRON Human Rights Policy](#), we re-affirm our stance to fulfil our corporate responsibility in respecting human rights in accordance with the OMRON Principles, and to ensure that our management practices and actions are always in line with those of the international community.

In addition, we emphasize that the OMRON Group does not tolerate any discrimination, acts that hurt the dignity of an individual, harassment, nor any unreasonable treatment of others on the basis of their national origin, citizenship, colour, race, belief, religion, ancestry, marital status, gender, disabilities, age, sexual orientation, gender identification, place of birth, social status, or any other basis.

prohibited by local law. We also repeat our pledge and commitment to not tolerate any forced labour or child labour including slavery and human trafficking, and our continuous goal to create and maintain a safe and healthy working environment where OMRON employees and other persons can fully demonstrate their abilities.

The OMRON Human Rights Policy applies to all executives and employees of OMRON. It allows us to ensure respect towards the human rights of all stakeholders involved in the OMRON Group value chain. We also expect all business partners of the OMRON Group, including suppliers and distributors, to understand and support the content of the Human Rights Policy. We will continue working to ensure that the OMRON Human Right Policy is respected.



## Our procedures for handling actual and potential adverse impacts on fundamental human rights; our Human Rights Due Diligence

The OMRON Group conducts our Human Rights Due Diligence in line with the UN Guiding Principles on Business and Human Rights Due Diligence Process for identifying, acting on, and preventing human abuses resulting from business operations and in compliance with the Norway Transparency Act. We assess the impacts that our activities have on human rights and commit to avoid or mitigate any adverse impacts identified. In addition, we strive to use our leverage in the impact of our business relationships on human rights that are directly linked to the operations, products or services of the OMRON Group.

Should it become apparent that we have caused or have contributed to adverse impacts on human rights through any of our business activities, we will provide for remediation through appropriate processes, through consultation and communication with various internal and external stakeholders. We will also, as may be appropriate, disclose results from and progress of any human rights due diligence we carry out. When doing so, we will exercise the utmost care for the affected stakeholders and our trade secrets.



## Information regarding actual adverse impacts and significant risks of adverse impacts that the OMRON Group has identified

In Fiscal Year 2017, we carried out an in-house analysis to determine which parts of our value chains are most subject to human rights risks, such as incidences of slavery and human trafficking. To do this, we referred to the reporting of an international human rights NGO, as well as advice from an external consulting firm. As a result, we learned that there is a potential risk of slave labour and human trafficking taking place at OMRON Group factories and supply chains in Japan, China, and Southeast Asia. In particular, we determined that potential risks are especially high with temporary workers, contract workers, and foreign workers who are engaged with production.

However, the results of our due diligence for Fiscal Year 2021 revealed that OMRON had no cases of slavery or human trafficking. Our initiatives to address sustainability issues, including slave labour, human trafficking, and other human rights-related issues, are reported annually to the Executive Council and the Board of Directors. The results of our due diligence for Fiscal Year 2022 have not been published as of the 1st of May 2023. We expect to include those results in our statement to be published next year.





## Information regarding measures we have implemented or plan to implement, and the results or expected results of these measures

### **A. The OMRON Group: investigations and measures**

Internally, we conducted human rights risk analysis at 19 OMRON Group production sites in Japan, China, Asia Pacific, and European countries, using the Self-Assessment Questionnaire (SAQ) from the RBA, and took corrective measures as necessary. Of these sites, the Chinese factory (in Dalian) and Vietnamese factory underwent an audit with the RBA Validated Assessment Program (RBA-VAP), receiving an assessment from a third-party auditor. Corrective measures were taken for matters of concern regarding human rights and labour practices indicated by the auditor.

As one of our key challenges, we are currently working on the protection of human rights for the employees of contractors who provide services (such as production, development, in-house logistics, security guards, meal service, cleaning, etc.) at our production sites. To address this challenge, we have selected 31 contractors and 65 temporary employment agencies in Japan to be subject to human rights risk investigations. Outside Japan, we included the provision for complying with our Code of Conduct in the outsourcing agreement to be concluded with contractors, requesting them to protect human rights of workers.



## B. Supply Chains

As for our supply chains, we are working together with our suppliers to prevent the occurrence of human rights-related issues. To avoid the risk of infringing upon human rights, we implement a periodic review of our suppliers. Specifically, we conduct a survey by distributing self-assessment sheets. With these, suppliers can confirm their compliance with the “OMRON Group Sustainable Procurement Guidelines”, including observance of human rights and fair labour practices. Based on the results of the survey, we request that suppliers make improvements as necessary. We conduct assessments for major suppliers every year and at least once every three years for other suppliers. In Fiscal Year 2021, we conducted RBA SAQ assessments for 50 major suppliers and confirmed that all were low risk. Globally, we conducted assessments for 603 suppliers using our own self-assessment questionnaire on human rights and labour practices, and one supplier was requested to make improvements.





### **C. Whistle-blower hotlines**

For OMRON Group employees (including temporary and contingent workers), a whistle-blower system is available at each OMRON Group company (or each region). With this system, such persons can easily blow the whistle on actual or potential human rights violations or seek advice in a confidential manner on a topic of concern. This can also be done anonymously if desired and allowed under local law. Reported matters are subject to confidential investigation and whistle-blowers are strictly protected from any detrimental treatment. Moreover, reported issues are subject to a fair and neutral fact investigation and treated appropriately.





## D. Employee training

With the aim of promoting fairness, integrity, and honesty in business practices, OMRON specified October of each year as “**Corporate Ethics Month**”. During this month, messages from top executives regarding business ethics are delivered to employees and executives of the OMRON Group. These messages are delivered in different languages. Other activities include workplace training. Additionally, to address human rights-related issues at the management level over the medium-to-long term by complying with international standards, in Fiscal Year 2021 a study session regarding the United Nations Guiding Principles on Business and Human Rights was organised. It targeted inside Directors, inside Audit & Supervisory Board members, and Executive Officers. In EMEA, a session hosted by an external advisory firm on Respecting Human Rights was organised for all OMRON employees and contingent workers.





## Concluding remarks

In Fiscal Year 2022, we disseminated and instilled our newly established Human Rights Policy among OMRON Group employees even further. We also conducted a human rights impact assessment by taking a comprehensive view of our entire value chains in accordance with the UNGP. Last but not least, we sought to establish a global remediation mechanism for when adverse human rights impacts have occurred.

In accordance with the Norwegian Transparency Act, the OMRON Group will publish this Statement on its website as indicated below. We encourage you to visit our corporate webpages for more information on our stance regarding respecting human rights. Please contact us via the e-mail referred to below for any information requests according to the Transparency Act.

### OMRON Electronics Norway AS

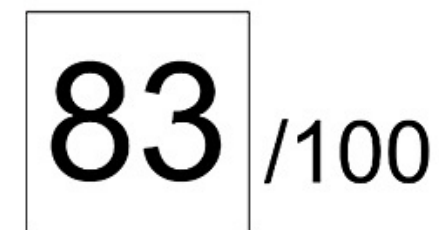
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OMRON Corporation  
Electronic Equipment, Instruments & Components

**Top 5%**  
S&P Global ESG Score 2022



As of February 7, 2023.  
Position and Score are industry specific and reflect exclusion screening criteria. Learn more at [spglobal.com/esg/yearbook](https://spglobal.com/esg/yearbook)



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Health and Productivity

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