

ESG

S Social Activities

TAIYO YUDEN has designated the most important social issues as “materiality”—or “key issues”—and endeavors to contribute to the realization of sustainable social infrastructure.

Human Rights

Human Rights and Labor Policy

TAIYO YUDEN not only complies with the labor laws and regulations of each country in which it operates, it also supports and respects major international standards and rules for protecting human rights, such as the UN Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the standards of the Responsible Business Alliance (RBA). In May 2020, TAIYO YUDEN signed the UN Global Compact and has been acting in accordance with its Ten Principles, which are set out under the headings of Human Rights, Labor, the Environment, and Anti-Corruption.

Labor Human Rights Management Policy and Compliance Requirements

[Policy]

TAIYO YUDEN will be striving for creating a company trusted by society by observing the spirit of regulations/laws and international rules regarding Labor Human Rights as well as defining following compliances in terms of CSR Charter and code of conduct of the group.

[Compliance Items]

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|-------------------------------|--|
| 1. Ban of Child Labor | 5. Ban of Employment based on Discrimination |
| 2. Ban of Enforced Labor | 6. Ban of Inhuman Behavior |
| 3. Securing Health and Safety | 7. Proper Working Hour |
| 4. Freedom of Association | 8. Remuneration/Wage |

Human Rights Due Diligence

Companies are expected to carry out human rights due diligence in line with the UN Guiding Principles on Business and Human Rights. In order to strengthen its initiatives for respecting human rights, TAIYO YUDEN has defined the departments and persons responsible for handling labor, human rights, discrimination, and harassment issues; it has also established and operates a labor human rights management system that includes regular internal audits, and that conforms to the Responsible Business Alliance (RBA) Code of Conduct, and so seeks to become a company that is trusted by society. Since FY2020, we have participated in the Human Rights Due Diligence and SDGs Working Groups hosted by the Global Compact Network Japan. At our Japanese and overseas Group companies, we also sign human rights and labor agreements with staffing agencies and on-site contractors—including on-site security, catering, and cleaning companies—and require them to cooperate with regular audits and assessments, and to implement corrective measures as necessary.

Example Initiatives in FY2021

- We ran regular e-learning courses that covered topics including harassment prevention, human rights policies, and sexual orientation for employees at our Japanese bases; we shared these learning materials—including an English version—with all our bases.
- We conducted regular specialized training through e-learning for employees working at labor and human rights departments at our Japanese bases.

Health and Safety

TAIYO YUDEN works to eliminate work-related accidents and reduce major risks based on the Fundamental Principle of Health and Safety, which states that “In order to ensure the well-being of our workers, who are an important resource of the company, we shall pursue workplaces which always maintain safety and where employees can work in confidence while maintaining the health of our workers.”

The medium-term plan is set to prevent industrial accidents by clarifying action targets for each of the 5Ms (Man, Machine, Method, Material, Measurement) and by setting targets for the incidence rate of injuries and illness and the accident frequency rate to numerically evaluate the results of such efforts.

Medium-term Occupational Health and Safety Targets

Results and Targets		5Ms for Medium-term Targets	
Incidence rate of injuries and illness	Accident frequency rate	Man	Machine
FY2025 Targets		Creation of a “Safe workplace” culture	Equipment safety meeting the ISO and IEC standards
Less than 0.016	Less than 0.08	Method	Standardization of procedures for safe work
FY2021 Results		Material	Minimization of toxicity and danger of chemical substances
0.021	0.10	Measurement	Strengthening of checking system

Materials Procurement Activities

With a basic policy on the procurement of materials, TAIYO YUDEN promotes CSR procurement activities across its entire supply chain, including suppliers of technologies, services, and products such as parts, materials, and machinery procured by the Group.

Initiatives for CSR Procurement

CSR Procurement Policy

The TAIYO YUDEN Group established the “CSR Charter” and the “CSR Code of Conduct” and promotes CSR activities in order to fulfill corporate social responsibility. We endeavor to carry out socially responsible procurement that complies with both the CSR Charter and the CSR Code of Conduct. We also share our procurement initiatives with our suppliers, providing them with “CSR Procurement Guidelines” that outline the items we require them to comply with, obtaining their consent to the compliance items, and carrying out transactions. Our policy for socially responsible procurement is to ensure that every part of the supply chain complies with our CSR Procurement Guidelines, including the business partners of our suppliers. In order to assess these initiatives, we also regularly distribute “CSR Self-check Sheets” to our suppliers, and use the results to gauge how socially responsible our procurement is. Where necessary, we work together with our suppliers to implement improvements.

Responsible Minerals Procurement Policy

There are concerns that the minerals such as tin, tantalum, tungsten, gold, and cobalt in the Democratic Republic of the Congo and adjoining countries or Conflict Affected and High-Risk Areas (CAHRAs) can finance armed groups in those conflict regions through illegal mining and trading of minerals and raise human rights abuses or labor issues such as child labor or forced labor. As one way of fulfilling its social responsibility in its supply chain, TAIYO YUDEN Group implements appropriate measures to procure minerals, ensuring that we do not become involved in such issues through the trade of minerals used in our products. TAIYO YUDEN Group requests suppliers to understand TAIYO YUDEN’s procurement policy and cooperate with the survey in the procurement process. Furthermore, TAIYO YUDEN Group requests suppliers to procure minerals from the refiners/smelters approved by globally recognized frameworks such as RMI.

RBA-VAP Audit

TAIYO YUDEN regularly undergoes RBA-VAP audits as third-party evaluation of our compliance with the RBA (Responsible Business Alliance) Code of Conduct, in order to continually enhance the level of our activities relating to labor, health and safety, environment, and ethics.

RBA-VAP Audit

<https://www.yuden.co.jp/or/company/sustainability/environment/management/>

Social Contribution

Our corporate approach is to coexist harmoniously with the local communities. We contribute to communities, such as holding and participating in volunteer activities and charity events, interacting with communities and providing factory tours.

Examples of FY2021 Initiatives

Science Class for Children

These employee-run workshops provide children with opportunities to learn about and increase their interest in science. In FY2021, TAIYO YUDEN CO., LTD. employees held science class on how electricity is created, which were open to elementary school children and their parents.



Women’s Softball Team Children’s Coaching

Established in 1984, TAIYO YUDEN SOLFILLE is a women’s softball team that has consistently produced athletes that go on to represent Japan, with some even participating in the Olympics. The team regularly holds softball classes for children around Japan and, in FY2021, it provided instruction at the Gunma Junior High School Physical Culture Association’s Winter Training Sessions, and held ball-throwing classes at several elementary schools.



The Social (S) website:

<https://www.yuden.co.jp/or/company/sustainability/society/>