

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

To become a company trusted by society, TAIYO YUDEN supports and respects all laws and regulations concerning labor and human rights, as well as international norms 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 RBA* Code of Conduct. In addition to establishing the TAIYO YUDEN Group CSR Charter and Code of Conduct, we have developed and currently operate a labor and human rights management system to ensure respect for human rights and the execution of proper labor practices. In accordance with our Labor Human Rights Management Policy and Compliance Requirements, we strive to achieve continuous improvements at each site through the PDCA cycle.

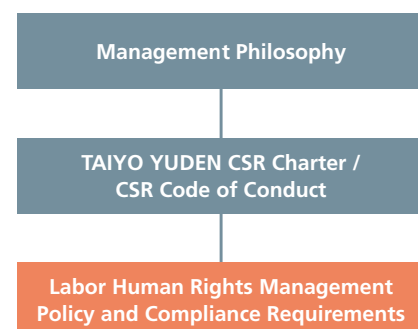
Furthermore, we have established and monitor procedures at all sites with greater specificity, such as the detailed Group Labor Rights Management Manual and the Management Standards for Limiting Working Hours to 60 Hours Per Week and Limiting Working Hours to 6 Consecutive Days.

*Responsible Business Alliance

As part of our risk assessment for human rights, labor, and other areas, we periodically conduct self-assessments on labor and human rights based on the RBA Code of Conduct, and carry out improvements and corrective actions based on feedback.

Human Rights and Labor

<https://www.yuden.co.jp/en/sustainability/society/laborrights/>



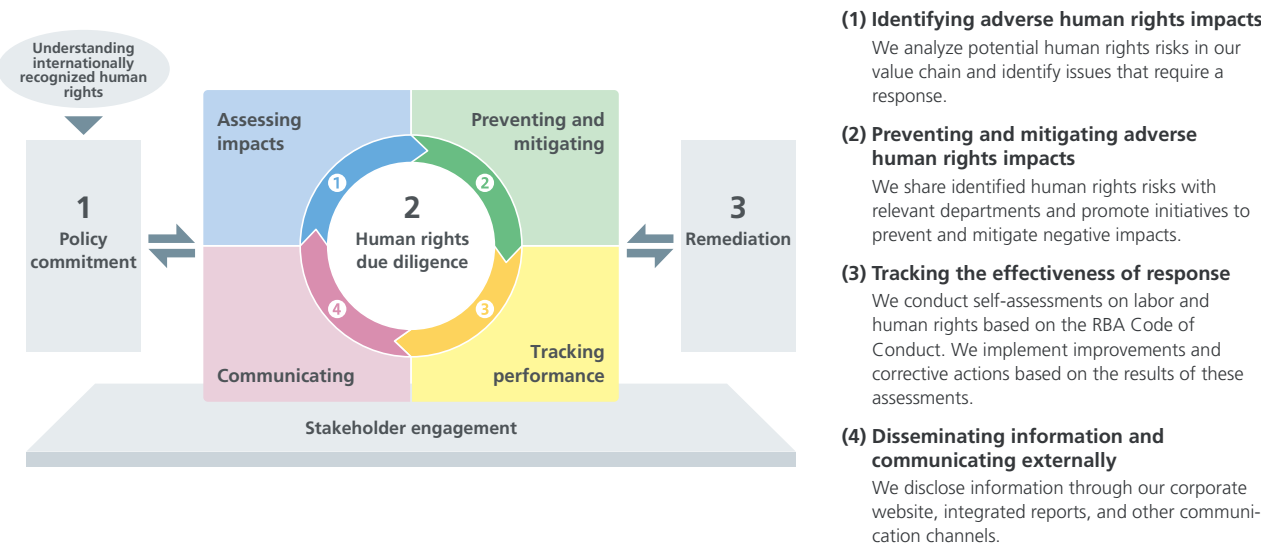
Example Initiatives in FY2024

- We conducted internal audits based on the RBA's labor and labor management systems at our sites in Japan and overseas. Any identified non-conformities were rectified based on corrective action plans.

ESG / Social Activities

Human Rights Due Diligence

TAIYO YUDEN is engaged in developing human rights policy, conducting human rights due diligence (Identification of adverse effects on human rights, prevention and mitigation of adverse effects on human rights, follow-up of effectiveness of response, dissemination of information and communicating externally), and establishing a grievance mechanism.



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.

We begin business with new suppliers after they have submitted a document indicating their agreement with the TAIYO YUDEN Group CSR Procurement Guidelines that stipulate compliance items regarding human rights and labor, the environment, health and safety, fair trade and ethics,

management systems, and so on. In addition, we evaluate new major suppliers at the start of business and existing major suppliers on a regular basis using a CSR Self-Check Sheet*. We only conduct business with suppliers who meet our standards. We conduct regular CSR audits for suppliers who receive a low evaluation and are thus deemed high-risk. If non-conformities are discovered, we require the supplier in question to submit a corrective action plan and a completion report.

*The CSR Self-Check Sheet is based on the RBA Code of Conduct. It includes checklist items for areas such as human rights and labor, the environment, health and safety, fair trade and ethics, and management systems.

Result of agreements with “CSR Procurement Guidelines”



CSR Procurement Self-Assessment



Health and Safety

Based on its Fundamental Principle of Safety and Health, the TAIYO YUDEN Group conducts health and safety activities to pursue a workplace where employees can work with peace of mind. In our medium-term management plan 2025, we have included indicators related to a safe and secure workplace among our social value KPIs. To achieve our medium-term targets, we have established a Group-wide medium-term occupational health and safety plan and are promoting initiatives from the perspective of the 5Ms (Man, Machine, Method, Material, and Measurement).

In FY2024, the incidence rate of injuries and illness was 0.027, and the accident frequency rate was 0.13.

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	Intensive basic training and fostering “Awareness of safe behavior”
FY2025 Targets		Machine	Enhancing the level of facility safety design for designers
Less than 0.016	Less than 0.08	Method	Safe work without inconsistencies
FY2024 Results		Material	Minimization of toxicity and danger of chemical substances
0.027	0.13	Measurement	Strengthening of checking system

*The average accident frequency rate for the domestic manufacturing industry was 1.30, and the average for the electrical machinery industry was 0.67 (in FY2024).

VOICE

Achieving Top-Class Safety Standards Through a Two-Pronged Approach of Continuous Safety Activities and Short-Term Intensive Measures

The TAIYO YUDEN Group integrates comprehensive initiatives based on its occupational health and safety management plan with priority measures for health and safety focused on addressing the most recent issues. A distinctive measure in the medium-term occupational health and safety plan is the Health and Safety Awareness Survey. By conducting an annual safety survey for employees at our domestic and overseas sites, we visualize and ascertain employee safety awareness. At the same time, we identify issues from the survey results and implement countermeasures to improve each employee’s safety awareness and foster a workplace safety culture. The accident frequency rate at the TAIYO YUDEN Group is approximately one-tenth of the average within the domestic manufacturing industry, and we believe that continuing with these steady accident prevention activities has led to our top-class safety standards.

In our priority measures for health and safety, we analyze work-related accidents each fiscal year and implement swift, intensive countermeasures to further strengthen efforts for building a safe workplace. Recently, we set falls during movement as a priority theme and have been promoting thorough measures against fall risks. In FY2024, our specialized health and safety staff confirmed the effectiveness of efforts in the reviews of fall risks and additional measures implemented at all sites, including those overseas, while also providing guidance for improvement from a professional perspective.

We will continue to create an even safer workplace with the aim of eliminating work-related accidents.



Yuto Yamato
General Affairs Department

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.

Example Initiatives in FY2024	
■ Holding Science Classes	Refer to this page for information on other initiatives.
At each site of the TAIYO YUDEN Group, we hold science classes for elementary school students to help them learn the fun of manufacturing.	Social Contribution
	https://www.yuden.co.jp/en/sustainability/society/contribution/