

Respecting Human Rights in the Value Chain

As declared in the OMRON Principles, Our Values include Respect for All. Respect for All is more than a basic respect for diversity, personality, and individuality. Respect for All is the core value underlying all our activities in pursuit of living lives and performing jobs of purpose and promise. We act with integrity, creating stronger relationships of trust with individuals and society.

This goes to the core of our existence as a company.

OMRON Human Rights Policy

We established the OMRON Human Rights Policy on March 1, 2022 to realize “respecting human rights in the value chain,” one of our material sustainability issues. The Guiding Principles on Business and Human Rights (UNGP) adopted by the United Nations in 2011 make it clear that every business enterprise has a responsibility to respect human rights. Worldwide, the body of human rights-related laws, regulations, and rules for companies is evolving. In recent years, human rights initiatives in accordance with the UNGP have imposed progressively greater mandatory obligations on companies, and fulfillment of those obligations is becoming increasingly important from the perspective of business continuity. OMRON is committed to ensuring that its management practices and actions are always in line with those of the international community and strives to reduce human rights risks throughout its value chain.



*The OMRON Human Rights Policy can be accessed from the code.

Targets for 2030 and Human Rights Initiatives under SF 1st Stage

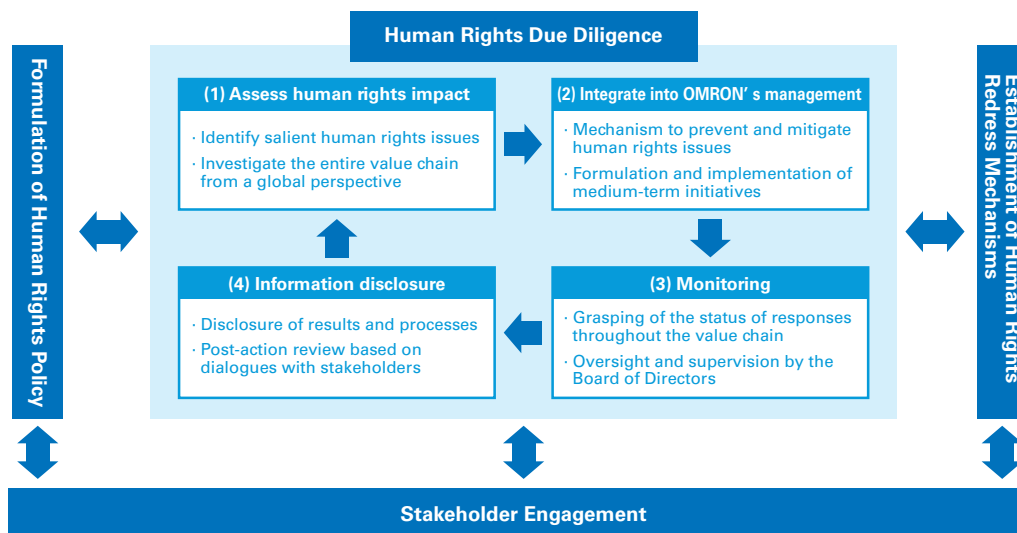
In line with the UN Guiding Principles on Business and Human Rights, OMRON will aim by 2030 for the state of exerting our influence for the respect of human rights for workers not only at OMRON, but also in the value chain, and establish a culture and system that does not permit or cause human rights violations. Under SF 1st Stage, we will communicate and inculcate the newly established OMRON Human Rights Policy to our employees worldwide and conduct human rights due diligence and a human rights redress mechanism in accordance with the UNGP with the aim of establishing a global human rights governance system.

A. Execution of human rights due diligence in accordance with the UNGP

By conducting human rights impact assessments across the entire value chain, we will identify “salient human rights issues” and create the conditions for implementing a cycle of human rights due diligence.

B. Establishment of a human rights redress mechanism appropriate to each country and region

We will establish a human rights redress mechanism appropriate to each country and region so that we can implement remedies through due process if we cause or recognize factors contributing to adverse human rights impacts.



Human Rights Due Diligence Cycle

Top Management Deepening Respect for Human Rights

OMRON’s management, including directors and executive officers, are taking the lead in promoting human rights initiatives worldwide. We recognize that the attitude of top management sets the tone for everyone else. To ensure OMRON Group employees worldwide not only recognize the importance of human rights and that respect for human rights is essential, but also take effective action to promote human rights, we are implementing the following initiatives.

A. Commitment of top management

OMRON has established the OMRON Human Rights Policy, a globally uniform policy applicable to all executives and employees of the OMRON Group, in order to fulfill its corporate responsibility to respect human rights in accordance with the OMRON Principles, and has declared that it will continually strive to ensure that its management practices and actions are always in line with those of the international community. This OMRON Human Rights Policy was instituted by resolution of the Board of Directors following thorough discussions.

B. Human rights training for directors and executive officers

In order to promote effective initiatives in accordance with the UN Guiding Principles on Business and Human Rights, it is essential for top management to have in-depth understanding of international human rights standards and social demands regarding respect for human rights. OMRON conducted human rights training for internal directors and executive officers in 2021 in preparation for the formulation of the medium-term management plan. What was learned is reflected in the planning and implementation of human rights initiatives under SF 1st Stage.

Stakeholder Engagement

In its Sustainability Policy, OMRON states: “We cultivate strong relationships with all of our stakeholders through responsible engagement.” In our human rights initiatives, we will engage in periodic dialogues with external human rights experts to deepen our understanding of respect for human rights in accordance with international standards and increase the effectiveness of our initiatives.

Dialogue with a Human Rights Expert: Attorney Akiko Sato

Compared to companies in certain other countries, most Japanese companies are only just starting full-fledged initiatives in terms of human rights awareness. In these circumstances, it is encouraging to see that OMRON is addressing human rights issues, focusing on the centrality of people based on its corporate philosophy. In order to strengthen OMRON’s initiatives, I believe two things are important: One is to value the “why” aspect: why it is necessary to address human rights issues. Another is to consciously incorporate the perspective of rights holders into business, considering whose rights and what rights are concerned in the course of management and business activities. Disclosure of human rights risks also leads to external evaluation that the company has identified the risks. Appropriate disclosure of what the company is doing, what it will do, and what it needs to do, rather than disclosure after implementation of all measures has been completed, will help build trust among stakeholders.

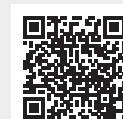


Kotonoha Sogo Law Office, Certified NPO Human Rights Now **Akiko Sato**

Lifting Women out of Poverty and Protecting the Environment

OMRON in the Americas has launched an initiative to minimize the amount of paper towels we use since their use involves consumption of a large amount of natural resources, such as water and timber, thereby imposing a burden on the environment. We are encouraging employees in the Americas to adopt a practice that is common practice in Japan—that of using hand towels to dry one’s hands.

OMRON has provided our employees with beautiful handmade towels sustainably sourced to empower women in need in Latin America. OMRON collaborates with two NPOs to empower hundreds of female artisans in Guatemala by providing technical training, materials, and equipment so they can produce and sell beautiful handwoven fabrics like these using traditional Mayan weaving techniques. In rural Guatemala, generally only 37% of children are able to attend school, but 99% of the children of women participating in this initiative are able to attend school. In the spirit of Our Mission to “contribute to a better society,” OMRON will continue to enrich people’s lives.



The video introduces this initiative.