

# Human Rights Initiatives

ROHM, which aims to become a major global player, recognizes discrimination or harassment on the basis of race, ethnicity, nationality, social status, gender, ideology, or beliefs, anywhere in the world, as absolutely unacceptable. Moreover, by respecting freedom of association, the right to collective bargaining, and responsible labor practices including provision of safe working environments, securing of minimum wages, and management of appropriate working hours, we also seek to be a sustainable company.

Human Rights  
<https://www.rohm.com/sustainability/foundation/human-rights>

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## Our Basic Approach

Under the view that “Human rights are the fundamental right, freedom, and standard for treatment that individuals around the world possess,” we have established the ROHM Group Human Rights Policy. This policy is a superordinate policy of all documentation and norms concerning initiatives for respect for human rights in the Group’s business activities, and applies to all activities carried out by ROHM around the world.

As a company engaged in business globally, ROHM recognizes the importance of building a sustainable society in

which human rights are respected. We emphasize respect for human rights as one of the most fundamental requisites for business activities, and support, observe, and respect the following international principles and norms.

In cases in which the laws and regulations of a country differ from international human rights norms, we follow the higher standards and, in cases of conflict, pursue means of maximizing respect for human rights in accordance with internationally recognized principles and norms.

## Human Rights Due Diligence

In line with the international principles and norms that we support, ROHM identifies adverse human rights impacts related to our business activities and conducts human rights due diligence to prevent and mitigate these. In the event that our activities are found to have caused or encouraged adverse effects on human rights, we enact appropriate and effective remedial measures. When there is a need to prioritize initiatives, we place priority on addressing the most severe adverse effects on human rights, taking into account

their scale, their scope, and the difficulty of corrective action.

We have also prepared a reporting hotline for use by suppliers and employees, and continue to build out effective mechanisms for responding to reports. To raise awareness of human rights, we will also carry out necessary education and skill development for officers and employees. We will strengthen these human rights initiatives through expert counsel from external stakeholders and will disclose our progress appropriately and regularly.

## Human Rights Assessments in the Supply Chain

Aiming to build a sustainable society in which human rights are respected, ROHM conducts initiatives in compliance with the RBA Code of Conduct. While respecting the human rights of suppliers, we also ask suppliers to engage in initiatives following the same norms, and promote respect for human rights throughout the supply chain.

Specifically, we request self-assessments in areas indicated by the RBA Code of Conduct: labor, safety and health,

environment, ethics, management systems, and BCP for procurement. Through self-assessment responses and CSR procurement audits, we request improvements in areas with low-ranking assessments, including those related to human rights. In audits and conferences, we work to raise awareness of the necessity of CSR procurement throughout the supply chain, including the importance of respect for human rights.

## Human Rights Training

We conduct level-specific human rights training for new employees, mid-career hires, department heads, and officers, to instill respect for the cultures, religions, customs, and legal systems of other countries and regions and promote conduct grounded in an understanding of the diversity of

values. As a part of employee education aimed at understanding ROHM’s initiatives regarding customer requirements, the RBA Code of Conduct, and other international norms, we conduct “Labor and Ethics e-learning” for all employees.

# ROHM Group’s Social Contribution

Along with social contribution through our business, ROHM has actively engaged in social contribution activities and cultural support activities as a good corporate citizen to contribute to the advancement and soundness of society, valuing our ties to local communities and the natural environment. For the further advancement of society and progress of culture, we will continue to meet the needs of communities and broader society, as we aim to achieve a better social environment.

Social Contribution  
<https://www.rohm.com/sustainability/contribute>

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## The Three Pillars of Social Contribution Activities

In the hope of always being a corporate citizen that is vital to society, wherever we conduct business around the world, ROHM engages in locally-rooted social contribution activities centered on education, environment, and culture and community. Under these three basic pillars, we will build relationships

of trust with communities through a variety of initiatives, will strive for the advancement of local communities and the resolution of social issues on a global scale, and will actively contribute to the achievement of the SDGs and the sustainable development of society.



Leveraging ROHM’s technologies, we provide support for education aimed at developing the next generation of human resources who, equipped with rich humanity and intelligence, will be essential to the advancement of society and the progress of culture.

Education



Recognizing that we are able to engage in business only through the blessings of nature created by biodiversity, we carry out activities that lead to preservation of the global environment and biodiversity.

Environment



Through active involvement in community and cultural exchange and support, both inside and outside the company, we carry out activities that lead to the revitalization of local communities and the building of positive relationships with ROHM.

Culture and Community



### Education

### LED Monozukuri (manufacturing) class

Endorsing the efforts of the Kyoto Municipal Board of Education and hoping to offer children opportunities to boost their interest in manufacturing while thinking about their future careers and dreams, since FY2010 we have held booth exhibits and manufacturing classes incorporating our products at the Kyoto Manabi Lifestyle Exploration Center.

Here, children listened to teachers from our company and became enchanted with LED circuits they made themselves, delighting in learning how circuits work and in seeing the LEDs’ many beautiful colors.



LED Monozukuri class

### Environment

### Events in our biotope area

From FY2021, we have conducted biological surveys in collaboration with outside experts to gather information on the habitats and development of organisms on the head office grounds, and to aid in their preservation and recovery. We hold guided tours of living things for our employees, where they encounter the plants and animals living on the grounds and reaffirm the importance of biodiversity as they walk with expert guides. We have also held this event for nearby elementary school students from FY2023 as a part of our natural coexistence-related cooperation measures with the Kyoto municipal government. To connect our biotope area to opportunities to gain familiarity with nature as children and to learn about the importance of environmental preservation, we regularly open the area to employees, their families, and nearby elementary schools and nursery schools.



Kyoto head office plant

### Culture and Community

### Engaging in cultural support activities together with business advancement: the Rohm Music Foundation

We take part in a variety of music cultural support activities together with the Rohm Music Foundation, which was established by the founder Kenichiro Sato in 1991 to continuously contribute to the spread and development of music culture. We have supported 540 scholarship students through FY2023, and have been holding Scholarship Concerts in which scholarship students perform.

We also hold the Kyoto International Music Students Festival aimed at international exchange and the development of young musicians, as well as the ROHM Music Seminar aimed at the development of musicians active on the world stage, and provide subsidies and other support for music-related performances and research.



ROHM Theatre Kyoto