



Our approach

Since its founding in 1945, the IDEC Group has promoted "Management with Respect for Humanity," which is also positioned as our corporate philosophy, "The IDEC Way". We respect humanity and strive to avoid discrimination in any form, including race, color, age, gender, sexual orientation, gender identity, sexual expression, ethnicity, nationality, disability, pregnancy, religion, political party affiliation, labour union affiliation, military experience, protected genetic information, and marital status.

As a company engaged in business globally, we embody international principles and norms, including the United Nations Guiding Principles on Business and Human Rights. We strive to respect human rights and recognize the need to mitigate or prevent any adverse impacts of our corporate activities have on the human rights of various stakeholders.

We have established a Human Rights Policy to ensure that all people involved with the IDEC Group have a strong awareness of human rights and contribute to the sustainable development of society. We formulated a new IDEC Human Rights Statement and revised our Human Rights Policy in 2023. We expect all business partners including suppliers, to understand and support this policy, and continuously encourage them to respect it.

Prohibition of forced and child labour

The IDEC Group's Human Rights Policy prohibits all forms of forced labour and child labour including slavery and human trafficking. This also applies to the supply chain. In the IDEC Group's Sustainable Procurement Guidelines, we prohibit forced labour, including slavery and human trafficking, and require our suppliers to comply with those stipulations.

International principles and codes of conduct endorsed by the IDEC Group

- The Ten Principles of the United Nations Global Compact
- United Nations Guiding Principles on Business and Human Rights
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, Children's Rights and Business Principles
- The Responsible Business Alliance (RBA) Code of Conduct

Implementation structure

In 2024, we established a Human Rights Subcommittee within the Risk Management Committee to lead our human rights initiatives. The Risk Management Committee is a specialized committee within the Sustainability Committee, which is chaired by the CEO. Activities of the Human Rights Subcommittee are also reported to the Board of Directors through the Sustainability Committee.

The Human Rights Subcommittee under Executive Officer in charge of Strategic Planning monitors the status of human rights initiatives and activities globally, clarifies action items, and implements them in coordination with related functions as appropriate.

Human rights issue response process

In FY2024, we clarified the processes for promoting human rights initiatives. In FY2025, we conducted human rights impact assessments, identified key human rights issues, and implemented supplier self-assessments. In FY2026, during the first half of the fiscal year, we conducted a survey at IDEC head office and Japanese manufacturing sites to assess the working environment and systems for minority employees. In the second half, we carried out a

company-wide survey as part of our human rights due diligence and disclosed the results internally.

In addition, as part of our efforts to strengthen human rights grievance mechanisms, we continue to address issues through the existing IDEC Hotline. In FY2026, we joined the Japan Center for Engagement

and Remedy on Business and Human Rights (JaCER) and are currently making preparations for external disclosure.

In FY2027, we will expand human rights due diligence for employees to include both Japan and overseas group companies.

Human rights issue response process

Human Rights Due Diligence	Establishment of Policies	FY2024 •Formulation of the IDEC Human Rights Statement and revision of the IDEC Human Rights Policy •Disclosure of the statement and policy on the website in Japanese, English and Chinese (simplified and traditional)	
	Human rights impact assessment	FY2025 •Assessment of impacts on human rights •Identification of high priority human rights issues •Enhancement of CSR self-assessment to suppliers, and implementation of internal human rights assessment in light of high priority human rights issues	FY2026 •Assessment of CSR practices of high-priority overseas suppliers •Implementation of human rights due diligence for employees FY2027 (Planned) •Expansion of human rights due diligence for employees across Japan and overseas group companies
	Preventive and corrective measures (plan)	•Promotion of specific efforts to implement preventive and corrective measures for identified high priority human rights issues	
	Monitoring (plan)	•Survey of minority employees at IDEC head office and manufacturing sites in Japan	
	Information disclosure (plan)	•Disclosure of initiatives on the IDEC website and in the integrated report (IDEC Report)	
	Establishment of a human rights remedy mechanism (plan)	- FY2025 •Established IDEC Hotline as an internal reporting contact point within the company •Established the IDEC Group Partner Hotline as a point of contact for consultations and reports from suppliers	FY2026 •Join the JaCER as a full member, to respond to complaints and consultations from a wide range of stakeholders FY2027 (Planned) •Public disclosure of an external reporting channel to the JaCER

Human rights impact assessment

The Risk Management Committee’s Human Rights Subcommittee has identified and assessed potential negative impacts on human rights within our value chain that could be caused by the IDEC Group’s business decisions and operations.

The human rights issues below are based on

“Human Rights Issues of Importance to the IDEC Group” in the IDEC Human Rights Statement. For the human rights issues identified as high priority in our impact assessment, we conduct due diligence and self-assessment to understand the current situation and to formulate and implement preventive and corrective measures.

Human rights issues and stakeholders that may be negatively impacted

- Tier 1: High priority human rights issues
- Tier 2: Risks that need addressing

Human rights items	Impacted stakeholders			
	Employees	Supply chains	Customers	Local communities and societies
Freedom of employment	○	●		
Prohibition of child labour and the protection of young workers		●		
Fair working hours	●	●		
Fair wages & benefits	○	●		
Elimination of discrimination/harassment	●	●		●
Freedom of association	○	●		
Occupational health & safety	●	●		
Protection of personal information & privacy	○	●	●	
Human rights issues related to technology and AI		○	○	○

Examples of high priority human rights issues (Tier 1) and possible negative impacts

● Employees

Fair working hours	Failure to provide employees with leave essential for safety, health problems due to long working hours, and work outside statutory working hours
Elimination of discrimination/harassment	Lack of consideration for minorities and diversity, and human rights violations due to various forms of harassment
Occupational health & safety	Accidents and adverse physical, mental or cognition impairment caused by working environment

● Supply chain

Freedom of employment	Forced labour, human trafficking, retention of foreign workers’ passports to deprive them of freedom of movement, and the violation of freedom to change jobs
Prohibition of child labour and the protection of young workers	Failure to verify the age of young workers, damages to children’s health and safety, and disruption of their growth and learning
Other issues related to the work environment in general	Health problems due to long working hours, accidents due to work environment, leaking of personal information

● Customers

Protection of personal information & privacy	Improper collection, leaking, and unconsented use of personal information
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● Local communities and societies

Elimination of discrimination/harassment	Lack of consideration for minorities and diversity, and human rights violations due to various forms of harassment
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Human rights due diligence for employees

In the first half of FY2026, we surveyed the experiences of minority employees at IDEC head office and manufacturing sites in Japan, who are considered to be at a high risk of suffering human rights violations.

In the second half of FY2026, we conducted the survey to all employees and disclosed the results internally. Going forward, we will promote continuous improvement initiatives and ongoing monitoring based on the survey results.

Supplier self-assessments

In FY2025, we conducted CSR self-assessments of 205 major Japanese suppliers in six categories, including human rights issues in accordance with the IDEC Group’s Sustainable Procurement Guidelines. If the results of the self-assessment raise concerns that suppliers are at high risk, we will conduct detailed interviews and on-site surveys, etc., and encourage them to address human rights issues.

Establishment of a human rights remedy mechanism

The IDEC Hotline—which has been established as an internal whistleblowing hotline—accepts reports and consultations from all IDEC Group employees on a range of concerns and complaints, including human rights issues and compliance violations.

We have also established the IDEC Group Partner Hotline as a point of contact for suppliers to consult with or report on human rights and compliance issues.

In FY2026, we joined the Japan Center for Engagement and Remedy on Business and Human Rights (JaCER). JaCER provides a non-judicial grievance platform based on the United Nations “Guiding Principles on Business and Human Rights.”

In FY2027, we will make the grievance mechanism available to external stakeholders through JaCER. We will also establish a framework to ensure access to appropriate remedies in the event of human rights violations.

Human rights education, training and awareness-raising

As part of position-based training for new graduates, mid-career hires and promoted employees, we conduct human rights training and workshops based on the UN “Guiding Principles on Business and Human Rights.” In addition, we provide training on human rights from a broad perspective, incorporating human rights topics into training programs on harassment prevention, compliance, and occupational health and safety.

Since FY2022, we have continued to provide in-house training on LGBTQ+ issues to create a work environment in which everyone can do their job well. In FY2025, IDEC Group ran a group-wide LGBTQ+ Ally Campaign, registering employees who show support and understanding for LGBTQ+ people and recognizing employees with a certificate and a rainbow ribbon. We have established the “Guidelines for Creating an LGBTQ+ Friendly Workplace” in FY2026. In addition, we conducted training programs to promote understanding of LGBTQ+ issues and to prevent SOGI-based harassment for employees at IDEC’s head office and its Japan Group companies, with a participation rate of 100%.

As a preventive measure, we have distributed the “IDEC Group Harassment Case Study Cards” to managers, thereby promoting a common and accurate understanding of harassment.

