

Sumitomo Electric Group Human Rights Due Diligence 2022

We conducted survey as below.

Period

Survey was conducted from November to December 2022.

Target Companies

Sumitomo Electric Industries and 284 Sumitomo Electric Group companies in Japan and overseas (excl. Japan-listed subsidiaries, etc.)

Survey Items and Contents

For this fiscal year, we focused on child labor, forced labor, and migrant workers under the following contents.

- No fact of employing children (workers under 15 years old)
- No fact of forced labor (such as restriction on workers' behavior, debt bondage, or forced internal deposits)
- Compliance with internal rules regarding employment of migrant workers (internal rules such as no hiring fees, etc. to be borne by the worker, no passports, etc. to be kept by the company, employment contracts to be signed in a language which the worker understands, etc.)

Results

According to the survey results, no risks related to child labor or forced labor were identified. Meanwhile, with regard to migrant workers, we identified issues at four Group companies in and outside Japan that employ migrant workers. Two Group companies in Japan are taking corrective actions due to finding deficiencies in its procedures that are established in the internal rules on temporary staffing companies. (Prescribed items were not included in the contract, audits of temporary staffing companies were not conducted, and interviews were not conducted in accordance with prescribed items.) Furthermore, in two Group companies overseas, it was confirmed that the workers themselves were paying for hiring fees and other costs. Although allowed under local law, we have revised to operate in accordance with international standards on respect for human rights, and we are working together with local companies and external experts to provide support to workers.

Further more, investigation of Group companies in Eastern Europe is planned to conduct at later date, taking into account the situation.

Future Actions

We will implement the above-mentioned corrective measures steadily, and establish a scheme to prevent similar issues from occurring in the future.