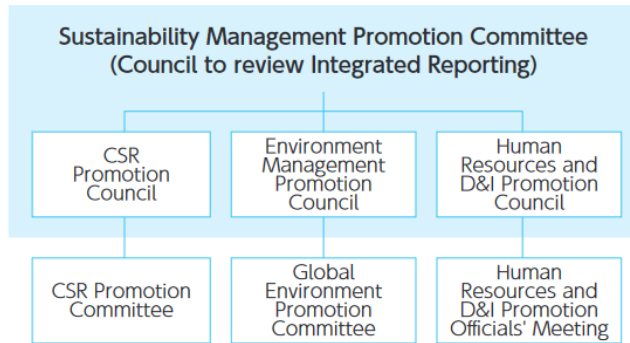


## Human Rights Due Diligence performed at Sumitomo Electric Group

As described in the Sumitomo Electric Group Policy on Human Rights, we are striving to promote initiatives aimed at respecting human rights within the Sumitomo Electric Group.



\* Coordination with business divisions, Overseas Administration Centers, and Corporate Staff Departments

efforts in this area as one of the core categories of CSR that should be addressed by the Group as a whole.

※See CSR Core Categories from [here](#).

※See the Sumitomo Electric Group Policy on Human Rights from [here](#).

### Structure

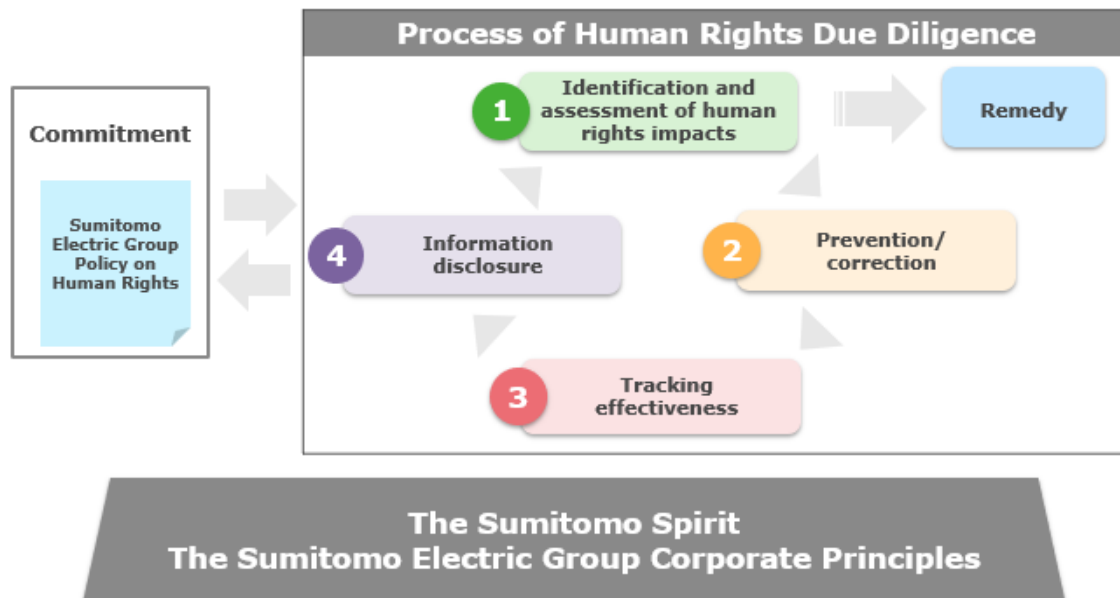
The Sumitomo Electric Group has established the Sustainability Management Promotion Committee to discuss policies and provide advice in order to ensure that related initiatives are promoted in a consistent manner.

The CSR Promotion Committee, chaired by management in charge of CSR and consisting of members selected from departments with CSR-related responsibilities, serves as the body for promoting the Group's CSR activities encouraging activities across the entire company. As described in the Sumitomo Electric Group Policy on Human Rights, all business activities must be based on respect for human rights, and we are promoting

### Process of Human Rights Due Diligence

Based on the United Nations Guiding Principles on Business and Human Rights, and Guidelines on Respect for Human Rights in Responsible Supply Chains established by the Ministry of Economy, Trade and Industry of Japan, SEI Group established internal rules for conducting human rights due diligence.\* In accordance with this process, we conduct human rights due diligence to ensure that human rights in our Group are respected.

\*Human rights due diligence refers to a series of acts undertaken by business enterprises to identify, prevent, and mitigate adverse impacts on human rights in their business enterprise, group companies, and suppliers, etc., to track the effectiveness of their responses, and to account and disclose information on how they addressed the adverse human rights impacts.



**Human Rights Risks (Critical and potential risks)**

Based on Japanese and international standards related to respect for human rights including the International Bill of Human Rights and the ILO Constitution, we consider the following as risks that our business may adversely impact human rights.

- Child labor
- Forced labor
- Migrant Workers
- Young Workers
- Wages and benefits
- Working hours
- Discrimination, harassment
- Freedom of association
- Employee health management