

Respect for Human Rights

We strive to contribute to a sustainable society by promoting respect for human rights.

Basic Approach to Respect for Human Rights

The Nihon Kohden Charter of Conduct, which the Company and its executive officers and employees have a duty to abide by, states that we have respect for human rights at all times. The Nihon Kohden Code of Ethics and Conduct sets out the ethical and responsible actions we will take to guarantee respect for human rights. In July 2015, Nihon Kohden signed the UN Global Compact. We are committed to contributing to a sustainable society through promoting initiatives in accordance with the Ten Principles of the UN Global Compact in the four areas of human rights, labor, the environment, and anti-corruption.

In recent years, the globalization of corporate activities has increased public interest in corporate human rights initiatives. At Nihon Kohden, we consider it extremely important to respect the human rights of our stakeholders, and in December 2020 we established the Nihon Kohden Group Human Rights Policy. By following the policy and promoting initiatives to respect human rights, we will contribute to the realization of a sustainable society.

For further details on the Nihon Kohden Group Human Rights Policy, please refer to our website.



<https://www.nihonkohden.com/sustainability/social/rights.html>

■ Basic Approach to the Rights of Children

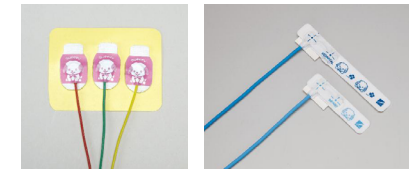
As children are socially vulnerable and their rights are easily violated, special protection and care must be prepared for them. It is important that the entire society supports them by recognizing that they have the same rights as adults so that they can expand their future possibilities and grow up healthy.

In support of the UN and ILO conventions* on children's rights, Nihon Kohden respects the rights of children by not allowing child labor. The Nihon Kohden Group Human Rights Policy defines our basic approach to respecting the human rights of all people, including children. The Nihon Kohden Sustainable Procurement Standards explicitly state that we pledge not to engage in child labor, and we are working to prevent the labor of anyone under the minimum working age throughout our value chain, including our business partners.

In addition to supporting the Children's Rights and Business Principles (CRBP), Nihon Kohden provides products and services that contribute to the protection of children's rights and ensure their safety through its business activities. To protect the right to life under the Convention on the Rights of the Child, we have developed and provided electrodes and sensors that are gentle enough for the delicate skin of low-birth-weight infants to support their health and growth.

We will continue our efforts to protect children's rights by providing electrodes with friendly designs that reduce the anxiety of children suffering from illness and by promoting the adoption of our resuscitation monitor for neonates to reduce the mortality rate and incidence of serious sequela in newborn babies.

* The United Nations Global Compact, the Convention on the Rights of the Child, the Children's Rights and Business Principles, the Convention Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor (ILO Convention No. 182), etc.



Vitrode N, Disposable Electrode
TL-273T/274T, Disposable SpO₂ probe



NRM-1300
Resuscitation monitor for neonate, BreathCue

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Human Rights Due Diligence

Nihon Kohden has established a human rights due diligence structure to identify, prevent, and mitigate negative impacts on human rights. In FY2022, based on the results of a questionnaire survey about the environment, human rights, quality, and governance conducted at Nihon Kohden Group companies in Japan and overseas, as well as at our suppliers, we evaluated human rights risks and identified key human rights issues, taking into account their impact on our business.

In FY2023, based on the survey results, we conducted additional fact-finding investigations and interviews with suppliers identified as having high human rights risks. Through these efforts, we confirmed future measures and proposed strategies to mitigate these risks. Additionally, we established a human rights consultation hotline for our suppliers and customers to receive consultation on human rights issues in the supply chain. Furthermore, we developed a roadmap for the next three years and set key performance indicators (KPIs) to guide our efforts.

■ Human Rights Risk Assessment

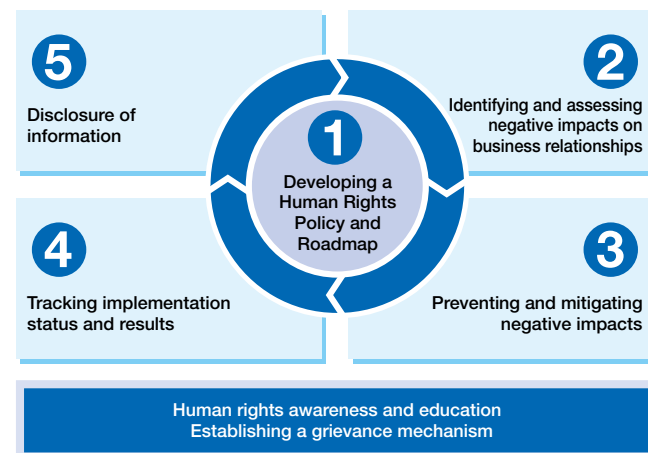
Nihon Kohden promotes sustainability initiatives through our business activities by closely engaging with all stakeholders, including customers, shareholders and investors, business partners, local communities, and employees. Consequently, we anticipate a wide range of human rights risks, such as discrimination and harassment based on race or gender, excessive working hours, child labor, leakage of personal information, and environmental pollution.

We focused on approximately 30 human rights issues for impact assessment based on the United Nations Global Compact, the ILO Declaration on Fundamental Principles and Rights at Work, the Stakeholder Engagement Program of the Caux Round Table Japan Committee, and the Handbook for Management that Respects Human Rights formulated by the Japan Business Federation (KEIDANREN). In the FY2022 analysis, we evaluated these 30 human rights issues by stakeholder on two axes, severity*1 and likelihood of occurrence*2, based on the results of past questionnaire surveys.

*1 Severity: Evaluates the extent of the impact of a human rights risk when it occurs, and the time and cost required to remediate the risk after it occurs.

*2 Likelihood of occurrence: Evaluates the likelihood that a human rights risk will occur.

Overview of Our Human Rights Due Diligence



For further details of the identification and assessment of human rights risks, please refer to our websites.

https://www.nihonkohden.com/sustainability/social/rights.html#human_rghts_impact_assessment



■ Measures to Reduce Risks

As measures to reduce and mitigate human rights risks, we continue to monitor domestic and overseas Group companies and suppliers, as well as systematically work to reduce risks.

At domestic and overseas Group companies, we have promoted risk reduction efforts concerning “Excessive and unreasonable working hours” and “Sexual harassment, power harassment, and harassment related to pregnancy, childcare, and nursing care, etc,” which we have identified as key human rights issues. We have conducted additional fact-finding investigations and interviews for suppliers identified as having high risks to confirm future measures and proposed strategies to mitigate the risks.

Risk	Measure
Excessive and unreasonable working hours	To reduce excessive and unreasonable working hours, such as long working hours and continuous work, we started full-scale operation of the Flextime System and Teleworking System in January 2023 to promote flexible work styles and improve productivity. We also monitor monthly overtime hours and continuously implement necessary measures to reduce the risk of long working hours, such as issuing reminders and guidance to departments that exceed the standards related to the long working hours.
Sexual harassment, power harassment, harassment related to pregnancy, childcare, and nursing care, etc.	In addition to conducting harassment education through e-learning for all executives and employees, we provide harassment training on how to handle harassment reporting and consultation annually for all newly appointed managers. By continuing these training programs, we will reduce the risk of harassment.

■ Monitoring by Questionnaire Survey

As a measure to reduce and mitigate human rights risks, Nihon Kohden has conducted annual questionnaire survey and monitoring of Group companies and suppliers in Japan and overseas. In FY2023, we identified suppliers with high risks based on the key human rights issues identified in FY2022 and the results of each questionnaire. We also have conducted additional fact-finding investigations and interviews with such suppliers, provide feedback on the results of the surveys, and discussed remedial measures to assist them in reducing risks.

For further details on the results of the Supplier Questionnaire in FY2023, please refer to the **Ensuring Fair Trade Practices** page.

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Initiatives to Respect Human Rights

In accordance with the Nihon Kohden Group Human Rights Policy, we are working to prevent all forms of discrimination and harassment.
In FY2023, no human rights violations or harassment leading to disciplinary dismissal from employment occurred.

■ Structure

Nihon Kohden's human rights initiatives are discussed by the Sustainability Promotion Committee, which is chaired by the president, and the results of the discussions are reported to the Board of Directors. The Corporate Strategy Division and the Human Resources Department play a central role in the implementation of human rights initiatives within the Company.

Deliberative body	Sustainability Promotion Committee (Key human rights-related matters discussed by the Committee are submitted to and reported to the Board of Directors in accordance with the Standards for Procedures for Requesting Deliberations and Making Decisions.)
Secretariat	Corporate Strategy Division, Human Resources Department

■ Consultation Counter and Internal Reporting System

Nihon Kohden has established a harassment consultation counter and internal reporting system to provide consultation on human rights issues, including sexual harassment, power harassment, maternity harassment, and labor issues for sexual minorities, including LGBT and foreign employees. Employees can use the consultation counter and reporting system anonymously, and the privacy of the person requesting the consultation is handled strictly and discreetly to protect them from any unfavorable treatment. In addition, in order to provide relief to the person requesting the consultation, we conduct fact-finding investigations with the consent of the person requesting the consultation themselves. If the facts are confirmed, we will take remedial measures, such as instructing the parties involved to remediate the situation and to improve the work environment, and providing education to prevent a recurrence. The information is also shared at quarterly meetings of the Compliance Committee, where countermeasures are discussed.
Additionally, we established a human rights consultation hotline for our suppliers and customers in October 2023 to receive consultation on human rights in the supply chain.

■ Human Rights Education and Training for Employees

Nihon Kohden has been conducting e-learning education for all executives and employees to prevent harassment and ensure compliance with labor-related laws and regulations. In FY2023, the numbers of executives and employees who have participated in harassment education and in human rights training were 4,188 and 4,105 respectively. In addition, we promote understanding of human rights risks and human rights policies and deepen understanding of LGBT people and other sexual minorities, aiming to eliminate discrimination based on gender identity and sexual orientation.
We also strive to prevent human rights abuses through training for newly appointed managers that includes a lecture on preventing harassment as well as procedures for responding to harassment reports and consultations.

■ Considerations for Social Minorities

Nihon Kohden is committed to eliminating discrimination against LGBT people, sexual minorities, and other social minorities as well as realizing a comfortable and fulfilling work environment that recognizes diversity.

Respect for Human Rights

Initiatives throughout the Supply Chain

Nihon Kohden is committed to respecting human rights throughout the supply chain, including our business partners. We created the Nihon Kohden Procurement Policy and the Nihon Kohden Sustainable Procurement Standards and request our business partners to prohibit child labor and forced labor.

In order to ensure the compliance with our Nihon Kohden Sustainable Procurement Standards, we strive to communicate with our business partners. We also ask all our business partners every three years to answer our Sustainability Questionnaire that consists of 22 questions in six areas, including human rights. By their answers to these questions, we have confirmed their awareness and compliance with the Nihon Kohden Sustainable Procurement Standards. Opinions expressed through the Questionnaire are fed back to our procurement departments and utilized to realize fair and responsible procurement.

■ Initiatives through Product Development

Aiming to create an environment in which anyone can save a life by using an AED, Nihon Kohden has developed AEDs that can be used by people with hearing impairment or deafness, and people whose native language is not Japanese.

We have obtained the Ear Mark certification from the All Japan Association of Hard of Hearing and Late-Deafened People (Zennanchō) for our AEDs with color screens that display illustrations and messages so that they can be used by people with hearing impairment or deafness. Our AEDs are specified for use in schools for the deaf and hearing support schools, and we are also promoting their installation in municipalities and other institutions.

In Japan, where globalization is rapidly progressing, we have worked to promote the adoption of bilingual AEDs with voice prompts both in Japanese and English, and to create an environment in which foreign nationals can also use an AED to save a life in case of emergency.

The AED-3100 is optionally available in 17 languages* and provides voice prompts alternately in Japanese and other languages. This AED is being increasingly adopted by companies that employ a large number of people whose native language is not English.

* Languages supported: English, Chinese, Korean, Taiwanese, Danish, German, French, Italian, Spanish, Brazilian Portuguese, Turkish, Russian, Dutch, Indonesian, Vietnamese, Arabic, and Thai.

