

Stanley Group Human Rights Policy

The Stanley Group has embraced the spirit of “Outshining Light,” inspiring all employees to boldly tackle challenges, even those that seem unattainable, in order to pave the way for the future.

With this aspiration in the hearts of all our employees, we will continue to explore the infinite possibilities of light, helping to create a world that is safe and secure for people around the globe, under the guidance of our business philosophy: “Boundless Pursuit of the Value of Light.” Additionally, we are committed to providing value to everyone through our manufacturing process, rooted in the concept of “One Stanley.” Since our business activities are underpinned by all people and societies we value freedom, equality, and respect for every person.

Respecting and valuing human rights is a core principle in our business practices across all countries and regions. This policy stands as the highest-level commitment to human rights within the Stanley Group’s operations.

Scope of Application

This policy applies to all corporate officers and employees, including temporary and contract personnel of the Stanley Group (Stanley Electric Co., Ltd. and our consolidated subsidiaries). We also expect all our business partners and suppliers to understand and support the principles of the policy.

Commitment to Respect for Human Rights

The Stanley Group recognizes that our business practices may have direct or indirect impacts on human rights.

We are dedicated to eliminating all forms of discrimination, as well as physical and psychological harassment. Our commitment extends to ensuring a safe and healthy workplace encompassing both physical and mental well-being, providing fair compensation, maintaining appropriate working hours, and upholding rights to freedom of association and collective bargaining. We have a zero-tolerance policy toward forced labor, child labor, and human trafficking.

Support for International Human Rights Principles

The Stanley Group is committed to actively supporting and respecting international human rights standards, including the Universal Declaration of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We also promote initiatives aligned with the United Nations Guiding Principles on Business and Human Rights to ensure we are meeting all rights in relation to respect for others.

The Stanley Group will adhere to all applicable laws and regulations in the countries and regions where we operate. In the rare event that local laws differ from international human rights principles, we will comply with the higher standard. In cases of conflict, we will seek the most practical solutions that maximize respect for the recognition of international human rights.

Human Rights Due Diligence

The Stanley Group has implemented a human rights due diligence mechanism and remains committed to continually identifying, preventing, and mitigating any negative impacts that our business practices may have on human rights.

Complaint-Handling Mechanism

The Stanley Group has established internal and external reporting channels for all employees to raise any concerns and seek advice on human rights issues. We strictly prohibit any form of retaliation or unfair treatment against whistleblowers and ensure their full protection. Additionally, the identity of the whistleblower and the details of the report are kept strictly confidential, with a system in place to provide prompt responses with a view to appropriate solutions.

We are committed to continuously improving the effectiveness of our complaint-handling mechanism to ensure timely identification and resolution of any human rights concerns.

Education and Training

The Stanley Group will provide all corporate officers and employees with the necessary education, training, and capacity-building programs to effectively implement this policy. These efforts aim to ensure that the policy is fully integrated and upheld throughout all our business practices.

Information Disclosure

The Stanley Group will disclose all information regarding advocacy of our human rights efforts through our website and integrated reports.

Consultation with Stakeholders

The Stanley Group will consult with third-party organizations that specialize in human rights to address any negative impacts. We will make sure this policy is implemented effectively through ongoing consultation with both internal and external stakeholders, to ensure continuous improvements in respect for human rights.

This policy has been established following approval by the Board of Directors on November 11, 2024.

November 11, 2024
Stanley Electric Co., Ltd.
President and Representative Director
Yasuaki Kaizumi