



Notice Regarding Establishment of TAMRON Human Rights Policy

This is to announce that Tamron Co., Ltd. (“TAMRON”) established the TAMRON Human Rights Policy at the Board of Directors meeting held today as follows.

The TAMRON’s corporate mission reads: “TAMRON creates emotion and reassurance through its mastery of light, contributing to the realization of a fulfilling society.” Accordingly, TAMRON has signed the United Nations Global Compact and supports the Ten Principles of the United Nations Global Compact as a company that operates globally. Based on its awareness of the importance of respecting human rights in supply chains, TAMRON has defined the promotion of CSR procurement which includes respect for human rights as one of its key CSR issues and has since been implementing related initiatives.

The UN Guiding Principles on Business and Human Rights (UNGPR) clarify corporations’ responsibilities regarding respect for human rights. In recent years, corporate respect for human rights is becoming increasingly significant in their efforts to ensure business continuity as well.

In view of its conventional activities and the social circumstances surrounding TAMRON, it decided to establish the TAMRON Human Rights Policy.

TAMRON will strive to ensure that this policy is observed in the business activities of the Group and encourage its suppliers and other business partners to carry out actions that respect human rights.

TAMRON Human Rights Policy

The TAMRON Group, consisting of Tamron Co., Ltd. and its subsidiaries (hereinafter “TAMRON”) has established the TAMRON Human Rights Policy (hereinafter this “Policy”) and will endeavor to always conduct management and actions that are in harmony with the international community.

1. Scope of application

TAMRON applies this Policy to all officers and employees working for TAMRON. In addition, TAMRON expects that its suppliers and other business partners will understand and support this Policy and encourage them to respect it.

2. Commitment to respect of human rights

TAMRON will learn from the International Bill of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and other international norms to address human rights issues. TAMRON has signed the United Nations Global Compact and supports the Ten Principles of the United Nations Global Compact. TAMRON will seek ways to respect the human rights principles above to the maximum degree possible based on compliance with laws and regulations in the countries and regions where it conducts its business activities.

3. Human rights issues that TAMRON regards as important

TAMRON has identified human rights issues that it should address intensively in its business processes such as its development, procurement, manufacturing, distribution and sales activities, and it will take proper steps to address them.

(1) Discrimination and other unfair treatment

TAMRON will not tolerate any act of discrimination, damage to personal dignity, harassment or any other unfair treatment due to a person’s nationality, origin, race, creed, faith, lineage (ethnicity), gender, sexual orientation, disability, age or other factor.

(2) Forced and child labor

TAMRON will not tolerate any form of forced labor or child labor in its locations, including slavery and human trafficking.

(3) Privacy and personal information

TAMRON will always respect the privacy of each individual and handle personal information with the utmost care. TAMRON will comply with laws and regulations related to the protection of personal information in the countries and regions where it operates and endeavor to implement the necessary and appropriate management of personal information.

(4) Harassment

TAMRON will not tolerate any sexual harassment, abuse of power or other conduct that causes physical or mental distress in workplaces.

(5) Industrial safety and health

TAMRON will endeavor to create a safe and healthy working environment to enable people working in many different workplaces to fully demonstrate their abilities.

4. Governance to fulfill TAMRON's responsibility to respect human rights

TAMRON will construct a structure in which management and working-level personnel work together to fulfill the responsibility to respect human rights globally. Under the responsibility structure that manages the supply chain, the director in charge of CSR and the heads of the individual business units will each be responsible for acting to ensure respect for human rights. The Board of Directors will identify important matters to fulfill its commitment to respecting human rights. The state of the implementation of efforts related to the matters identified by the Board of Directors will be reported to the CSR Committee chaired by the President & CEO. The Board of Directors will monitor and supervise the efforts.

5. Human rights due diligence

To fulfill its responsibility to respect human rights, TAMRON will implement human rights due diligence referencing the UN Guiding Principles on Business and Human Rights. TAMRON will assess the impact of its activities on human rights and endeavor to eliminate or alleviate any negative impact that is identified. In addition, TAMRON will act to ensure that this Policy is respected in association with the impact of TAMRON's business relationships on the human rights of any person connected to its businesses, products or services.

6. Correction

When it becomes clear that its business activities cause or contribute to negatively impacting human rights, TAMRON will work to correct the situation by taking appropriate steps and responding to the situation.

7. Stakeholder engagement

TAMRON will engage in dialogue and discussion with its diverse stakeholders inside and outside the group to continually improve the actions it implements to fulfill this Policy.

8. Information disclosure

TAMRON aims to ensure the fairness and transparency of its management. Fully considering any affected stakeholders and its trade secrets, TAMRON will properly publish its efforts regarding respect for human rights on its website and in reports.

9. Raising awareness and education

TAMRON will provide proper education and training to ensure this Policy is known to all of its officers and employees and conduct activities to increase suppliers and other parties' understanding of this Policy.

10. Process for formulating and revising the Human Rights Policy

The Board of Directors approved a resolution on this Policy. TAMRON will regular review and revise the details of this Policy to address human rights issues that change or vary depending on social trends and the business environment.

(Established April 18, 2023)