

ROHM Group Human Rights Policy

Our Basic Policy

ROHM Group recognize “Human rights are the fundamental right, freedom, and standard for treatment that individuals around the world possess”. This policy is a superordinate policy of all documents and norms regarding the efforts to respect human rights in the ROHM Group's business activities and is applied to all activities carried out by the ROHM Group around the world.

ROHM Group respects for human rights as the higher policy of all documents and norms regarding efforts to respect human rights in business activities and is applied to all activities conducted by ROHM Group around the world.

As a company with a globally growing business, ROHM Group views respect for human rights as one of the most basic conditions for its business activities. We recognize that it is important to build a sustainable society in which human rights are respected. In particular, we support and respect the following global standards.

And where national law and international human rights standards differ, we will follow the higher standard; where they are in conflict, we will seek ways to respect internationally recognized human rights to the greatest extent possible.

[Global Principles and Rules]

- Ten Principles of the United Nations Global Compact (UNGCC)
- Universal Declaration of Human Rights
- The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- United Nations Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- ISO26000
- RBA (Responsible Business Alliance) Code of Conduct

Scope of Application of This Policy

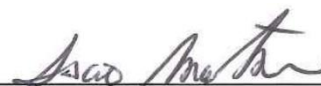
This policy applies to all officers and employees, which consists of ROHM Group and its consolidated subsidiaries. In addition, based on this policy, we will ask our business partners and other parties connected to ROHM Group's business, to respect human rights and not to violate them.

Initiatives to Respect Human Rights

- ROHM Group will prohibit any form of discrimination based on race, ethnicity, nationality, social status, lineage, gender, disability, health conditions, ideology, faith, gender identity, sexual orientation, occupation or occupational status and harassment.
- ROHM Group will commit to responsible labor practices including the provision of a safe and healthy environment in the workplace as well as ensuring adequate working hours and minimum wage. We also commit ourselves to respecting freedom of association and the right to collective bargaining.
- ROHM Group never allow or complicit in slave labor, forced labor, or child labor, including personal transactions.
- ROHM Group will acknowledge and seek to uphold our responsibility to the communities, including indigenous groups, affected by our operations.

Practice of Respect for Human Rights

- In accordance with principles and norms which we support, ROHM Group will exercise human rights due diligence to identify, prevent and mitigate adverse human rights impacts related to our business activities. We will also endeavor to take appropriate and effective remedies when it becomes clear our activities, products and services by our business relationships have caused or contribute to adverse human rights impacts.
- ROHM Group will establish a hotline for human rights violations, and continue to establish an effective reporting response system.
- ROHM Group will provide the training necessary for our board member and employees to have the knowledge and capacity to implement this policy.
- ROHM Group will strengthen its efforts to respect human rights through the professional advice of external stakeholders about this policy and efforts based on this policy.
- ROHM Group will regularly and properly communicate our progress on our efforts to address adverse human rights impacts including through our CSR website and/or integrated report.



28th, October 2021
Isao Matsumoto
President and CEO
ROHM Co., Ltd.