

# Human Rights Policy

FANUC CORPORATION

Established: July 29, 2019

At FANUC, as an all-around manufacturer of FA (factory automation), ROBOTS, and ROBOMACHINES, as a basic principle of all activities, we respect the human rights of all people involved in our business.

## Laws and international norms of behavior

- Respect human rights as defined in international norms, such as the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, in accordance with the guiding principles on business and human rights.
- We will strictly observe the relevant laws and regulations of each country. In countries and regions where there is a discrepancy between local laws and regulations and international norms, we will strive to place priority on international norms wherever possible.

## Human rights due diligence

- We will evaluate and identify potential and actual human rights risks and implement measures to prevent or reduce those risks.
- We will encourage our business partners and related parties not to infringe human rights if they have a negative impact on human rights.
- When it is clear that our business has caused or engaged in negative human rights impacts, we endeavor to remedy them. In addition, we will establish a grievance system as necessary.

## Priority Issues

The following items will be addressed as priority issues.

### <Prohibition of Discrimination>

- Prohibition of discrimination based on gender, age, nationality, ethnicity, race, place of origin, religion, beliefs, disability, sexual orientation, sexual identity, etc.

<Respect for the Rights of Workers>

- Ensuring employee health and safety
- Prohibition of all forms of harassment
- Prohibition of child labor and forced labor
- Respect for the rights of foreign and migrant workers
- Respect for freedom of association and the right to collective bargaining
- Prevention of low-wage labor (labor less than the minimum wage and living wage)
- Prevention of excessive amounts of overtime

<Respect for the Rights of Vulnerable People>

- Respect for the rights of local and indigenous peoples related to our business
- Respect for the rights of women, children, persons with disabilities, minorities, and the elderly
- Avoiding complicity in conflicts and human rights violations relating to mineral procurement

<Protection of Privacy and Personal Information>

- Respecting the privacy of customers, employees, and other parties concerned, and protecting personal information

**Communication and education**

- We thoroughly inform all employees and our affiliated companies of our human rights policies.
- Communicate with relevant stakeholders on measures against risks and impacts on human rights.
- We will appropriately disclose and report information on this policy and related initiatives.