Scope of Initiatives
- OMRON employees
- Business partners, including suppliers, customers, local communities, etc.

Identifying risks
Prioritize to research manufacturing sites in regions and countries where human risk is presumably high (19 sites) and critical suppliers (around 50 firms)

Identified targets
Those working at OMRON manufacturing sites
- Employees
- Temporary workers and contract workers
- Foreign workers
- Critical suppliers

No main human rights issues(*) were found for the past 3 years

Identified other issues for improvement, and set up corrective measures and plans
Examples of corrective measures taken include;
- Return any papers such as passports which could inhibit the freedom of mobility
- Payment of recruitment related fees by employer

Set up mid term plans for further measures

Corrective measures to take
- Implementing the measures pursuant to human rights watch initiatives for suppliers at production sites
- Providing human rights training and anonymous whistleblowing system to suppliers
- Improving terms of employment and welfare facilities for foreign migrant workers
- Improving long work hours at some regions

Monitoring and Evaluation
- Board of Directors
- Executive Council
- Sustainability Committee
- Integrated risk management
- Central human rights Committee

Disclosure
- OMRON Website
- Integrated Report
- Press conference
- Engagement and Response to questionnaires

(*) Main Human Rights Issues: Forced labor, Child labor, Long work hours, Harassment and Discriminations

Access to Remediation
Installment of consultation counters
OMRON group
Targets: directors and officers, employees, temporary workers, and their families, retirees, suppliers, contract workers at production sites
Areas: Japan, the Americas, China, Korea, Asia

Installment of compliance hotline for suppliers
Areas: Japan, China