

Jul 7, 2025
Sanden Corporation

Revision of “Sanden’s Basic Policy on Respect for Human Rights” and Establishment of “Human Rights Activity Guidelines” ~ Strengthening the Human Rights Due Diligence System Based on International Standards ~

Sanden Corporation (hereinafter “Sanden”) will revise its “Basic Policy on Respect for Human Rights” (hereinafter “the Policy”) as of July 7, 2025, and has newly established “Human Rights Activity Guidelines.” As a company conducting global operations, we aim to further promote sustainability management.

Under the corporate philosophy of “Basic Principles (Universal Values Shared by the global Community),” we place great importance on building sincere relationships with all stakeholders and regard “respect for human rights” as a core value of our corporate activities. The purpose of this revision and the establishment of the new guidelines is to enhance the effectiveness of the human rights due diligence system across the entire Sanden Group, taking into account international human rights risks and regulatory trends.

● Background and Key Points of the Revision

Sanden formulated a human rights policy in 2023 and has been promoting diversity and the creation of fulfilling workplaces. However, challenges remained regarding explicit alignment with international labor and human rights standards and the management of data and documentation. The current revision strengthens the following points:

1. Clarification of Commitment

- Universal Declaration of Human Rights
- Core Conventions of the International Labor Organization (ILO) and its Declaration on Fundamental Principles and Rights at Work
- United Nations Guiding Principles on Business and Human Rights
- Ten Principles of the United Nations Global Compact
- RBA (Responsible Business Alliance) Code of Conduct

2. Identification of Key Areas Requiring Respect for Human Rights

Based on the current situation of our company and group companies, and through dialogue with human rights experts, Sanden has identified the following seven areas as key issues:

- Product (safety and quality)
- Customer (accountability and information provision)
- Employee (working conditions and anti-discrimination)
- Environmental (concerns and co-existence with local communities)
- Global compliance (legal adherence)
- Human rights within the supply chain
- Risk assessment and human rights management system construction

We will further strengthen our efforts to mitigate risks in these areas.

3. Establishment of Human Rights Activity Guidelines and Operationalization of the Due Diligence System

With this revision, we have newly established the “Human Rights Activity Guidelines,” which clarify specific human rights initiatives, activity goals, and policies for data and documentation management. As a result, the effectiveness of the human rights due diligence system within the Sanden Group has been improved.

Moving forward, we will flexibly implement human rights due diligence in accordance with business areas and regional characteristics. At the same time, we will promote responsible corporate activities by encouraging understanding and cooperation with this Policy among domestic and international business partners.

[Reference Links]

Sanden's Basic Policy on Respect for Human Rights

https://www.sanden.co.jp/english/environment/csr_effort/employee.html

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