

Anritsu Group Key Human Rights Issues

The following is a list of key human rights issues that Anritsu is addressing. The major issues may be revised in the future due to changes in the human rights environment, business development, or the results of human rights risk assessments.

1. Prohibition of discrimination

We will respect every person's human rights, eliminate prejudice, and will not discriminate depending on race, nationality, religion, creed, sex, sexual orientation, gender identity, gender expression, age, social status, or disabilities whether mental or physical.

2. Prohibition of harassment and other inhumane acts

We will respect each and every individual's personality, individuality and diversity, and will not accept any discriminatory languages or behaviors, sexual harassment, or any kind of harassment which would result in hurting other people's personality.

3. Prohibition of Child Labor and Forced Labour

We will not allow any forced labour or child labour, or human trafficking. If any of these are found to be the case, we will take remedial measures to support and remedy the situation.

4. Respect for privacy

We will take every step to protect personal information by respecting each and every individual's privacy, abide by relevant laws and regulations concerning personal information, and properly handle personal information.

5. Creation of a safe, secure, hygienic and healthy work environment

We will comply with laws and regulations concerning occupational safety and health, and strive to create a safe, secure, and hygienic working environment. We will strive that each employee maintain and promote mental and physical health, and keep work-life balance to maximize his or her potential.

6. Promotion of Diversity

We nurture a corporate culture that allows a diverse workforce to demonstrate their personal qualities and abilities based on their lifestyles, regardless of nationality, gender, age, views on work, faith and region, sexual orientation, gender identity, gender expression or disability.

7. Freedom of association and the Right to Collective Bargaining

In conformance with local law, we will respect the fundamental rights of all employees to freedom of association and collective bargaining and participation in peaceful assembly. In order to maintain good labor-management relations, we will engage in sincere discussions and exchanges of opinions with labor unions and worker representatives.

8. Maintenance of Working Conditions

In conformance with local law, we will manage our work appropriately, and avoid overwork and long working hours. In addition, based on labor-management consultations and industry information, we will strive to provide working conditions and skill development opportunities for a better quality of life.