

## **Anritsu Group Human Rights Policy**

In the spirit of our company philosophy of "Sincerity, Harmony, and Enthusiasm," Anritsu is committed to sustainability management that aims for a sustainable future together with our stakeholders. We understand that respect for human rights is a prerequisite for this.

In order to fulfill our responsibility to respect the human rights of all people involved in our global corporate activities, Anritsu hereby establishes the "Anritsu Group Human Rights Policy" (hereinafter referred to as "the Policy") based on the UN Guiding Principles on Business and Human Rights. The Policy is the top-level guideline for the Anritsu Group's efforts to respect human rights, and is an independent and systematic formulation of our approach to respect for human rights, which has been expressed as part of our Sustainability Policy, Charter of Corporate Behavior, and other policies.

### **International norms, etc. that we support and respect**

As a company that endorses the United Nations Global Compact, Anritsu supports and respects the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work\*, the United Nations Declaration on the Rights of Indigenous Peoples, the OECD Guidelines for Multinational Enterprises, the Rights of Children and Business Principles, and other international norms.

\*Includes support for and respect of the core labour standards "freedom of association and the effective recognition of the right to collective bargaining," "the elimination of all forms of forced or compulsory labour," "the effective abolition of child labor," and "the elimination of discrimination in respect of employment and occupation."

### **Scope of Application**

Anritsu applies the Policy to all the executives and employees of the Anritsu Group (including part-time, contract and dispatch employees). Anritsu Group also expects its business partners including its suppliers ("Business Relationships") to understand and support the contents of the Policy and continuously encourage them to respect human rights in accordance with the Policy.

### **Responsibility to Respect Human Rights**

Anritsu recognizes that its corporate activities may have a direct or indirect adverse impact on human rights. We will fulfill our responsibility to respect human rights by not infringing on the human rights of those affected by our corporate activities, and by taking appropriate measures to correct any adverse human rights impacts caused or contributed to by our corporate activities.

When we suspect that the Anritsu Group's own corporate activities, products, or services are directly related to the adverse human rights impacts by Business Relationships, we will demand that Business Relationships also respect and not infringe on human rights.

### **Human Rights Due Diligence**

Anritsu will carry out human rights due diligence in order to identify, prevent, mitigate and account for how we address our adverse human rights impacts.

This effort covers cases where the Anritsu Group may cause or contribute to adverse human rights impacts through its business activities, or where the Anritsu Group's own corporate activities, products, or services may be directly related to the adverse human rights impacts by Business Relationships.

### **Remediation**

Anritsu will provide for our remediation through legitimate processes, in accordance with international norms, any identified adverse human rights impacts that have caused or contributed to through its corporate activities.

### **Access to Remedy**

Anritsu will establish or participate in effective operational-level grievance system for all stakeholders, including employees, Business Relationships, and community members, who may be adversely impacted by human rights in connection with Anritsu's activities. Anritsu will allow consultation, grievances, and reports to be made anonymously, will not tolerate any prejudicial treatment or retaliation, and will ensure confidentiality and protection of the interests of all parties involved.

### **Compliance with laws and Regulations**

Anritsu complies with the laws and regulations of all countries and regions in which it operates, and respects internationally recognized human rights. If there is a difference between the laws and regulations of a country or region and internationally recognized human rights, we will pursue ways to respect internationally recognized human rights.

### **Stakeholder Engagement**

Anritsu will publicize the Policy and commitment internally and externally and make it available to all officers and employees, Business Relationships, and other stakeholders.

Anritsu will also evolve this set of policy initiatives through dialogue and consultation with a wide range of internal and external stakeholders, utilizing independent external human rights experts.

### **Responsible Parties**

Anritsu Group CEO is responsible for the implementation of the Policy and for promoting effective initiatives.

### **Dissemination and Education/Training**

Anritsu will continue to provide appropriate education and training to ensure that the Policy permeates through all officers and employees of the Anritsu Group. We will also promote



activities to gain the understanding and cooperation of our Business Relationships in the Policy.

**Human Rights Policy Establishment Process and Review**

Anritsu established the Policy through a resolution of the Board of Directors. Going forward, under the supervision of Board of Directors we will periodically review the content of the Policy and revise it as necessary to address human rights issues that change in response to social trends and the business environment.

December 1st, 2022

ANRITSU CORPORATION

President and Group CEO Hirokazu Hamada