

## **Anritsu Group Human Rights Policy**

In line with our philosophy of “Sincerity, Harmony, and Enthusiasm,” Anritsu is committed to sustainability management. We aim for a sustainable future together with our stakeholders; respect for human rights is a prerequisite for achieving this goal. To fulfill our responsibility to respect the human rights of everyone involved in our global corporate activities, Anritsu has established the “Anritsu Group Human Rights Policy” (hereinafter referred to as “the Policy”), based on the United Nations Guiding Principles on Business and Human Rights. The Policy is the top-level guideline for the Anritsu Group’s efforts to respect human rights. It is an independent and systematic formulation of our approach toward respect for human rights, which has been expressed as part of our Sustainability Policy, Charter of Corporate Behavior, and other policies.

### **International Norms we Support and Respect**

Anritsu endorses the United Nations Global Compact, and we support and respect the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights), the International Labour Organization 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.

### **Scope of Application**

Anritsu applies the Policy for all the employees of the Anritsu Group (including part-time, contract, and dispatch employees). In addition, Anritsu Group expects its business relations, including its suppliers, to fully understand and support the Policy and encourages them to respect human rights in accordance with the Policy.

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

Anritsu recognizes that its corporate activities may adversely impact human rights directly or indirectly. Therefore, we will fulfill our responsibility by not infringing on their rights and appropriately acting to correct the impacts caused by or contributed to by our corporate activities.

When we suspect that the Anritsu Group’s corporate activities, products, or services with business relations are directly damaging human rights, we will require our business relations to take necessary action.

### **Human Rights Due Diligence**

Anritsu will undertake human rights due diligence to identify, prevent, mitigate, and account for how we address the adverse human rights impacts of our commercial activities.



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This covers cases where the Anritsu Group may cause or contribute to adverse human rights impacts through its business activities, or where our corporate activities, products, or services may be directly related to adverse human rights impacts caused by various business relations.

### **Remediation**

Anritsu will address any identified adverse human rights impacts caused or contributed to by its corporate activities through legitimate processes in accordance with international norms.

### **Access to Remedy**

Anritsu will establish or participate in an effective grievance mechanisms for all stakeholders, such as employees, business relations, and local communities, who may be adversely impacted by Anritsu's activities. Anritsu will allow consultations, grievances, and reports to be provided anonymously, will not tolerate prejudicial treatment or retaliation, and will ensure the confidentiality and protection 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 are differences between the laws and regulations of a country or region and the internationally recognized human rights, we will pursue respect for internationally recognized human rights.

### **Stakeholder Engagement**

Anritsu will publicize the Policy and commitment internally and externally. They will be available to all officers and employees, business relations, and other stakeholders. Anritsu will further improve these initiatives through dialogue and consultation with various internal and external stakeholders, utilizing independent, external human rights experts.

### **Responsible Parties**

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

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

Anritsu will continue to provide appropriate education and training to ensure that the Policy reaches all officers and employees of the Anritsu Group. We will conduct activities to gain the understanding and cooperation of our business relations regarding the Policy.



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### **Human Rights Policy Establishment Process and Review**

Anritsu has established the Policy by a resolution of the Board of Directors. Under its supervision, we will periodically review the contents of the Policy and revise them as necessary to address the changes in human rights issues in response to social trends and the business environment.

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

December 1st, 2022

ANRITSU CORPORATION

President and Group CEO Hirokazu Hamada