

Company Name Murata Manufacturing
Industry ICT (Own operations and Supply Chain)
Overall Score (*) 14.9 out of 100

Theme Score	Out of	For Theme
1.7	10	A. Governance and Policies
4.8	25	B. Embedding Respect and Human Rights Due Diligence
0.0	15	C. Remedies and Grievance Mechanisms
3.6	20	D. Performance: Company Human Rights Practices
3.0	20	E. Performance: Responses to Serious Allegations
1.9	10	F. Transparency

(*) Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2019 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: General HRs commitment: The company indicates that it "aims to continue to be a company that is trusted by society by committing to compliance with laws and regulations, as well as to highly transparent governance, respect for human rights, health and safety, social contribution and environmental preservation, on the basis of high corporate ethics". [CSR Charter - web, 07/05/19: murata.com] Score 2 <ul style="list-style-type: none"> Not met: UNGPs: It also points out that it "supports and respects the spirit of the UN and ILO's stance in relation to the fundamental principles and rights associated with labor and the global standards of social responsibility espoused by such entities as the RBA". However, no formal statement of commitment found in relation to UN Guiding principles. [Human Rights and Labor Policies - web, 07/05/19: murata.com] Not met: OECD
A.1.2	Commitment to respect the human rights of workers	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: ILO Core: The company commits to the different ILO core areas. However, as indicated below, freedom of association and collective bargaining are conditioned by local laws, and it is not clear if in such contexts, the Company would support alternative mechanisms or equivalent worker bodies, for its own operations. [Human Rights and Labor Policies - web, 07/05/19: murata.com] Not met: UNGC principles 3-6

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Explicitly list ALL four ILO for ICT suppliers: The company explicitly mentions each of the Core ILO principles, which are expected to be complied by their suppliers: 'prohibit the use of child labor or forced labor; combat discrimination, including gender discrimination, and respect the dignity of each employee; respect for the right of free association and respect for and support of the right of collective bargaining'. [Our Expectations of Suppliers, 07/05/19: murata.com] Score 2 • Not met: Explicit commitment to All four ILO Core: The company commits to prohibit forced labour and child labour as well as to eliminate any form of discrimination. Moreover, the company 'will respect the right to form or participate in organizations such as labor unions, worker committees, and so on as a right recognized by law' and it 'will respect the right to engage in collective bargaining without interference, discrimination, retaliation, or harassment'; it also adds: 'In accordance with the laws of each country in which we are involved, we will respect the right of free association and the right of workers to join labor unions, etc. And we will facilitate free communication between workers and unions'. However, it is not clear whether it is committed to respect these rights (freedom of association and collective bargaining) in all contexts and locations (i.e. alternative mechanisms for those countries where there are legal restrictions to the exercise of these rights), as the Company indicates that it respects these rights 'in accordance with the laws of each country'. [CSR Charter - web, 07/05/19: murata.com & Human Rights and Labor Policies - web, 07/05/19: murata.com] • Met: Respect H&S of workers: In the Murata CSR Charter, the company indicates that it "aims to continue to be a company that is trusted by society by committing to compliance with (...) respect for human rights, health and safety (...)". This commitment also applies to suppliers as they are expected to comply with the charter. [CSR Charter - web, 07/05/19: murata.com] • Met: H&S applies to ICT suppliers: See above. [CSR Charter - web, 07/05/19: murata.com] • Not met: working hours for workers: The company indicates that "we will guarantee our employees lawful working hours". It also says that "We will observe global standards, and appropriately arrange working hours". However, it is not clear this commitment respects the ILO conventions on labour standards on working hours, or international and local laws on maximum working hours and rest periods. [CSR Charter - web, 07/05/19: murata.com] • Met: Working hours for ICT suppliers: When the company opens an account with a supplier, it concludes "a CSR Agreement", and it requests "the supplier to agree to pursue their business activities in conformity with the Code of Conduct of the Responsible Business Alliance (RBA)". It is included in this code that "working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off every seven days". [RBA Code of Conduct 6.0, 01/08: responsiblebusiness.org]
A.1.3.ICT.a	Commitment to responsible sourcing of minerals	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Responsible mineral sourcing in conflict areas: In the section Promoting Responsible Mineral Procurement, the Company lists: 'working within the framework of CSR procurement activities based on the Murata Manufacturing CSR Charter; building a management framework in accordance with the OECD Due Diligence Guidance; using the above mechanisms to promote responsible procurement of minerals used by Murata, such as by preventing the financing of armed groups for conflict minerals (gold, tin, tantalum, tungsten) through continued efforts to use low-risk components and materials. Also, refusing to conduct procurement from companies that are clearly involved in conflicts or human rights violations; conducting sensible and efficient procurement in a sincere manner, based on industry standards, and in close collaboration with industry organizations; sharing information regarding minerals that are obtained through the supply chain with partner companies as quickly as possible'. However, no reference found to the geographical scope, whether it includes conflict affected and high-risk areas. [Promoting 'Responsible Minerals Procurement' Update, 26/08/2019: murata.com] • Met: Based on OECD Guidance: As indicated above, the Company works to promote responsible mineral procurement by 'building a management framework in accordance with the OECD Due Diligence Guidance'. [Promoting 'Responsible Minerals Procurement' Update, 26/08/2019: murata.com] • Not met: Requires responsible mineral sourcing from suppliers: The Company indicates that it 'We expect our suppliers to understand our policy, to complete a supply chain survey, to exercise due diligence, to institute their own policy for

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>addressing the issue, to establish and implement an internal management system, and to source minerals only from RMAP conformant smelters as part of a commitment to ensuring that delivered products are conflict-free'. Also, 'in response to requests from our customers for our supply chain information, we provide information using the CMRT (Conflict Minerals Reporting Template) issued by the RMI (Responsible Minerals Initiative). (...) We continue to carry out our efforts to reduce risk and make our supply chain transparent by working together with our suppliers for improvement. This entails reviewing reported information in line with the internal standards prescribed based on the OECD Due Diligence Guidance and carrying out corrective measures, and so forth'. However, no evidence found of a responsible sourcing policy commitment that states that it requires its suppliers to committing to the responsible sourcing of minerals from high-risk areas, as well as conflict affected. (responsible sourcing implies both not financing conflict and benefitting armed groups, which seems to be covered, and respecting human rights). [Our Expectations of Suppliers, 07/05/19: murata.com & Promotion of CSR procurement, n/a: murata.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responsible conflict mineral sourcing covers all minerals • Not met: Suppliers expected to make similar requirements of their suppliers
A.1.3.ICT.b	Commitment to respect human rights particularly relevant to the industry (ICT)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's Rights: No commitment to respecting women's rights was found. [CSR Charter - web, 07/05/19: murata.com & Human Rights and Labor Policies - web, 07/05/19: murata.com] • Not met: Children's Rights: Although the company prohibits child labour, no commitment to respecting children's rights was found. [CSR Charter - web, 07/05/19: murata.com & Human Rights and Labor Policies - web, 07/05/19: murata.com] • Not met: Migrant worker's rights: No commitment to respecting migrant workers' rights was found. [CSR Charter - web, 07/05/19: murata.com & Human Rights and Labor Policies - web, 07/05/19: murata.com] • Not met: Expecting suppliers to respect these rights: The Company indicates that it requests its suppliers to 'prohibit the use of child labor or forced labor; combat discrimination, including gender discrimination, and respect the dignity of each employee'. However, it is not clear it expects its suppliers to respecting women's rights, migrant's rights or children's rights. [Our Expectations of Suppliers, 07/05/19: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: CEDAW/Women's Empowerment Principles • Not met: Child Rights Convention/Business principles • Not met: Convention on migrant workers • Not met: Expecting suppliers to respect these rights
A.1.4	Commitment to engage with stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to stakeholder engagement: The company indicates that it "will promote dialog with customers, employees, stockholders/investors, business partners, communities and other stakeholders". [CSR Charter - web, 07/05/19: murata.com] • Not met: Regular stakeholder engagement [Human Rights and Labor Policies - web, 07/05/19: murata.com & CSR Charter - web, 07/05/19: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Commits to engage stakeholders in design • Not met: Regular stakeholder design engagement
A.1.5	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to remedy: The Company indicates that 'in the context of CSR procurement, we are focusing efforts on the following three areas: we have formulated a Murata CSR Charter, which rests on the foundation of the Murata Philosophy, and, based on this, a statement of "Our Expectations of Suppliers," and we request our suppliers to comply with both; when we open an account with a supplier, we conclude a CSR Agreement, and we request the supplier to agree to pursue their business activities in conformity with the Code of Conduct of the Responsible Business Alliance (RBA); since 2017, we have been employing a "CSR Compliance Checklist." In addition to enabling our suppliers to self-assess their level of compliance with our CSR requirements, these checklists also make issues visible. By sharing the results of CSR compliance checks with Murata, our suppliers are able to engage in two-way consultations regarding issues and corrective measures, enabling them to realize more efficient and fundamental solutions to

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>any issues that have been discovered. We believe that in order to effectively put these initiatives into practice, it is important for us to avoid simply making unilateral demands on our suppliers'. However, no publicly available statement found of a policy committing it to remedy the adverse impacts on individuals, workers and communities that it has caused or contributed to. [Suppliers, 26/08/2019: murata.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Not obstructing access to other remedies • Not met: Collaborating with other remedy initiatives • Not met: Work with ICT suppliers to remedy impacts
A.1.6	Commitment to respect the rights of human rights defenders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Zero tolerance attacks on HRs Defenders (HRDs): The company indicates that "we will respect the cultures, religions, customs, and histories of all countries and the fundamental human rights guaranteed by constitutions, laws, and regulations, and we will protect and never violate these fundamental human rights (...). We will not tolerate cruel and inhumane treatment, including any type of abuse or harassment. We guarantee workplaces where employees are not threatened and feel no fear resulting from any type of harassment, sexual abuse, corporal punishment, mental or physical oppression, verbal violence, or the like". However, no evidence found of commitment to not harass, retaliate or threat human rights defenders (people that oppose to companies activities in relation to human rights). [Human Rights and Labor Policies - web, 07/05/19: murata.com & CSR Charter - web, 07/05/19: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Expects ICT suppliers to reflect company HRD commitments

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: CEO or Board approves policy: The CEO writes in a statement that 'there is a need for us to deal with the many global issues that must be resolved in order to realize a sustainable society, including those related to the environment, human rights, etc. So, the electronics industry has, for example, been involved from early on towards solving the problem of mineral resources in regions of conflict, with Murata earnestly tackling these issues in cooperation with our supply chain. Furthermore, as a company that is expanding our business around the globe, we are also placing a focus on providing work environments that are appropriate for a diversity of people, without partiality to gender or nationality, etc. We respect a diversity of backgrounds and values(...). Murata is committed to building trust as we comply with all aspects of ethics in business, and we will continue to fulfil our social responsibility in cooperation with our stakeholders. In promoting CSR Management, our company has established a CSR Management Committee on the basis of a CSR Charter whose benchmark is that same "Murata Philosophy"'. However, it is not clear that the human rights policy was approved by the board or the CEO himself. [Message from the President - web, 07/05/19: murata.com] • Met: Board level responsibility for HRs: The company indicates that "in promoting CSR Management, our company has established a CSR Management Committee on the basis of a CSR Charter whose benchmark is that same "Murata Philosophy" (...). And through the activities of the CSR Management Committee, we will continuously and systematically promote CSR Management toward the sustainable development of society". CSR Charter contains human rights commitments. [Message from the President - web, 07/05/19: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Speeches/letters by Board members or CEO: As indicated above, the CEO writes a letter where he addresses human rights issues that the company may face. [Message from the President - web, 07/05/19: murata.com]
A.2.2	Board discussions	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Board/Committee review of salient HRs • Not met: Examples or trends re HR discussion: The Statement Modern Slavery Act, which sets forth the measures that the company takes to prevent committing or supporting violations of human rights in its business and supply chain, was reported and approved by the Board of Directors. It is not clear, however, if any discussion regarding human rights issues took place within the board's committee meetings. [Modern Slavery, 11/2018: murata.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 • Not met: Both examples and process
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Incentives for at least one board member [Human Rights and Labor Policies - web, 07/05/19: murata.com & Value Report 2018, 31/03/18: murata.com] • Not met: At least one key ICT HR risk, beyond employee H&S Score 2 • Not met: Performance criteria made public

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0.5	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Commits to ILO core conventions: See A.1.2. • Met: Senior responsibility for HR: The Company discloses an organization chart where it indicates that there are 'Executives in Charge of Human Rights and Labour'. This includes a 'Company-wide Human Rights and Labor supervisor'. [Human Rights and Labor Policies - web, 07/05/19: murata.com] Score 2 • Not met: Day-to-day responsibility • Not met: Day-to-day responsibility for ICT in supply chain
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Senior manager incentives for human rights [Human Rights and Labor Policies - web, 07/05/19: murata.com] • Not met: At least one key ICT HR risk, beyond employee H&S Score 2 • Not met: Performance criteria made public
B.1.3	Integration with enterprise risk management	1	The individual elements of the assessment are met or not as follows: Score 1 • Met: HR risks is integrated as part of enterprise risk system: The company indicates that it has "established a Management System on Human Rights and Labor at each of our domestic worksites. We are conducting risk assessments, formulating targets and plans, putting the systems into operation, and conducting audits and evaluations to enable corrections to be made. We are also holding management reviews once a year, seeking to establish a solid PDCA cycle". This involves participation of Risk management committee. [Human Rights and Labor Policies - web, 07/05/19: murata.com & Risk Management, 07/05/19: murata.com] Score 2 • Not met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) within Company's own operations	0.5	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Commits to ILO core conventions: See A.1.2. • Met: Communicates its policy to all workers in own operations: The company indicates that it has "translated its Corporate Ethics Policy and Code of Conduct based on the CSR Charter into local languages, distributed them to all domestic and overseas sites, and requires all personnel to understand their content and comply with them in all aspects of their work". [Modern Slavery, 11/2018: murata.com] Score 2 • Not met: Commits to all 4 ILO core conventions: See A.1.2. • Not met: Communication of policy commitments to stakeholder: Although CSR related policies including human rights and labor policies, as well as its Murata Value Report are published on the website, CHRB is looking for evidence of proactive ways to communicate its policy commitments to stakeholders, including local communities and potentially affected stakeholders. • Not met: How policy commitments are made accessible to audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	2	The individual elements of the assessment are met or not as follows: Score 1 • Met: Commits to all 4 ILO core conventions for suppliers: See A.1.2. • Met: Requiring ICT suppliers to communicate policy down the chain: The Company indicates that it requires 'that everyone working at Murata, including the employees of our business partners, must understand and comply with Murata's Human Rights and Labor Policies and EHS Accident Prevention Guidelines. We are

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>working to ensure comprehensive observance of Murata's policies by obtaining agreement regarding those policies from our business partners and planning related initiatives'. When the company opens an account with a supplier, it concludes 'a CSR Agreement', and it requests 'the supplier to agree to pursue their business activities in conformity with the Code of Conduct of the Responsible Business Alliance (RBA)'. According with RBA Code, suppliers are expected to have a 'process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code'. [RBA Code of Conduct 6.0, 01/08: responsiblebusiness.org]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: How HR commitments made binding/contractual: The Company indicates that 'we have formulated a Murata CSR Charter, which rests on the foundation of the Murata Philosophy, and, based on this, a statement of 'Our Expectations of Suppliers', and we request our suppliers to comply with both'. Also 'when we open an account with a supplier, we conclude a CSR Agreement, and we request the supplier to agree to pursue their business activities in conformity with the Code of Conduct of the Responsible Business Alliance (RBA)'. [Suppliers, 26/08/2019: murata.com] • Met: Including on ICT suppliers: In the context of CSR procurement, the Company indicates that 'when we open an account with a supplier, we conclude a CSR Agreement, and we request the supplier to agree to pursue their business activities in conformity with the Code of Conduct of the Responsible Business Alliance (RBA)'. However, no evidence found in relation to contractual or binding arrangements being cascaded down the supply chain. [Suppliers, 26/08/2019: murata.com]
B.1.5	Training on Human Rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Scores at least 1 on A.1.2: See A.1.2. • Not met: Trains all workers on HR policy commitments: The company indicates that "in order to boost our employees' awareness of human rights, we have translated our basic policies regarding human rights and labor into both English and Chinese, and we are conducting human rights education as part of our stratified education programs". Moreover, the company had set the goal for 2018 of conducting "training regarding harassment and workers' rights for all employees". However, it is not clear if all workers are actively trained in practice in human rights policies. [Human Rights and Labor Policies - web, 07/05/19: murata.com & Targets and Results, 07/05/19: murata.com] • Not met: Trains relevant ICT managers including procurement: The company indicates that it aimed in 2018 to continue to implement human rights education (Hierarchy-based education)'. Also, it shows that it took place in the JEITA Responsible Minerals Sourcing Inquiry Briefings 2018. However, it is not clear that relevant managers and workers, including those working on procurement, receive specific human rights training relevant to their role. [Targets and Results, 07/05/19: murata.com & JEITA Responsible Minerals Sourcing, 23/07/2018: home.jeita.or.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2: See A.1.2. • Not met: Both requirements under score 1 met
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Scores at least 1 on A.1.2: See A.1.2. • Met: Monitoring implementation of HR policy commitments: The Company indicates that 'we have established a Management System on Human Rights and Labor at each of our domestic worksites. We are conducting risk assessments, formulating targets and plans, putting the systems into operation, and conducting audits and evaluations to enable corrections to be made. We are also holding management reviews once a year, seeking to establish a solid PDCA cycle'. [Human Rights and Labor Policies - web, 07/05/19: murata.com] • Met: Monitoring ICT suppliers: The Company indicates that 'we distribute the Checklist for CSR Compliance to suppliers to confirm the status of compliance, including respect for human rights and labor practices, and request improvements based on the response results. In fiscal 2017, in conjunction with the revision of the RBA Code of Conduct to version 6.0, we updated the content of the Checklist for CSR Compliance. We request that new suppliers submit an Agreement to the Policies and Code Concerning CSR Procurement and conducted interview-based surveys of suppliers that submitted the Checklist for CSR Compliance and we not in compliance with our criteria in an effort to make more accurate confirmation of the status of CSR compliance'. [Modern Slavery, 11/2018: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2: See A.1.2.

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Describes corrective action process: The company states that it 'will make every effort to respect and protect human rights. If any problem arises against these Policies, we will take appropriate corrective actions. Also, in the context of CSR procurement, the Company indicates that 'by sharing the results of CSR compliance checks with Murata, our suppliers are able to engage in two-way consultations regarding issues and corrective measures, enabling them to realise more efficient and fundamental solutions to any issues that have been discovered'. However, no description found of its corrective action process(es), including the proportion of its supply chain that is monitored and numbers of incidents. [Human Rights and Labor Policies - web, 07/05/19: murata.com & Suppliers, 26/08/2019: murata.com] • Not met: Example of corrective action • Not met: Discloses % of ICT supply chain monitored
B.1.7	Engaging business relationships	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HR affects ICT selection of suppliers: The company states that "we request that new suppliers submit an Agreement to the Policies and Code Concerning CSR Procurement", which includes its human rights expectations. Also, "we will evaluate and select suppliers fairly based on such rational standards as quality, price, delivery performance, steady supply, environmental conservation, financial stability, and consideration for human rights and labor safety". [Modern Slavery, 11/2018: murata.com & Purchasing Policy, 07/05/19: murata.com] • Not met: HR affects on-going ICT supplier relationships: The Company indicates that 'we are also promoting consideration for human rights when new worksites are constructed or worksites are expanded by conducting a variety of assessments and considering our impact on the regional environment'. Also, the Company requires suppliers to comply with its Murata CSR Charter, with the Code of Conduct of the Responsible Business Alliance (RBA) and to go through a CSR Compliance Checklist. However, it is not clear how human rights performance is taken into account to renew, expand or terminate business relationships. [Suppliers, 26/08/2019: murata.com & Human Rights and Labor Policies - web, 07/05/19: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met • Not met: Working with ICT suppliers to improve performance: The Company indicates that 'we believe that in order to effectively put these initiatives into practice, it is important for us to avoid simply making unilateral demands on our suppliers. Rather, we work together with our suppliers, based on the partnerships that we have built up with them'. However, no example of it found. [Suppliers, 26/08/2019: murata.com]
B.1.8	Approach to engagement with potentially affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Stakeholder process or systems: The company does not enumerate a different group of what could be their stakeholder: "customers, employees, stockholders/investors, business partners, communities and other stakeholders". However, it is not clear how it has identified and engaged with affected and potentially affected stakeholders. [CSR Charter - web, 07/05/19: murata.com] • Not met: Frequency and triggers for engagement: No further information found. [Human Rights and Labor Policies - web, 07/05/19: murata.com & Opinion from a third party - web, 07/05/19: murata.com] • Not met: Workers in ICT SC engaged • Not met: Communities in the ICT SC engaged <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Analysis of stakeholder views and company's actions on them

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Identifying risks in own operations: The Company indicates that 'in fiscal 2017, when hiring foreign workers, we performed risk mapping with the cooperation of recruitment agencies and conducted risk assessments regarding the possibility of risks occurring in each process, from recruiting workers in the country of origin and the actual contract in the accepting country'. [Modern Slavery, 11/2018: murata.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Identifying risks in ICT suppliers: The Company indicates that 'since 2017, we have been employing a "CSR Compliance Checklist.'" In addition to enabling our suppliers to self-assess their level of compliance with our CSR requirements, these checklists also make issues visible. By sharing the results of CSR compliance checks with Murata, our suppliers are able to engage in two-way consultations regarding issues and corrective measures, enabling them to realize more efficient and fundamental solutions to any issues that have been discovered'. However, the indicator looks looking for an active process for identifying possible human rights risks, rather than a policy compliance checking. [Suppliers, 26/08/2019: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Ongoing global risk identification: The company indicates that "we have established a Management System on Human Rights and Labor at each of our domestic worksites. We are conducting risk assessments, formulating targets and plans, putting the systems into operation, and conducting audits and evaluations to enable corrections to be made. We are also holding management reviews once a year, seeking to establish a solid PDCA cycle. We are not restricting our efforts to existing worksites. We are also promoting consideration for human rights when new worksites are constructed or worksites are expanded by conducting a variety of assessments and considering our impact on the regional environment". [Human Rights and Labor Policies - web, 07/05/19: murata.com] • Not met: In consultation with stakeholders • Not met: In consultation with HR experts • Met: Triggered by new circumstances: See above
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Salient risk assessment (and context) • Not met: Public disclosure of salient risks: The company indicates that it is "cognizant that slave labor and human trafficking are serious global problems". However, no evidence found of a description indicating how it carried out an assessment and determined that it has revealed slavery and human trafficking to be a specific problem. [Modern Slavery, 11/2018: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Action Plans to mitigate risks • Not met: Including in ICT supply chain: The company indicates that 'we work with suppliers to prevent the occurrence of slave labor and human trafficking and conduct periodic surveys of suppliers to confirm the status of compliance, including respect for human rights and labor practices, and request improvements bases on the response results'. Also, in the Supplier section of their webpage, it is stated that 'since 2017, we have been employing a "CSR Compliance Checklist.'" In addition to enabling our suppliers to self-assess their level of compliance with our CSR requirements, these checklists also make issues visible. By sharing the results of CSR compliance checks with Murata, our suppliers are able to engage in two-way consultations regarding issues and corrective measures, enabling them to realize more efficient and fundamental solutions to any issues that have been discovered'. However, this indicator looks for evidence of a global system applied to its supply chain to mitigate salient issues, rather than monitoring compliance and implementing corrective measures individually by supplier. [Suppliers, 26/08/2019: murata.com & Modern Slavery, 11/2018: murata.com] • Met: Example of Actions decided: The company provides different measures for the prevention of slave labor and human trafficking, including: internal measures, measures addressing suppliers and measures addressing recruitment agencies. As for measures established for the latter group, the Company indicates that, 'based on these results (of the risk mapping and risk assessment), we requested that recruitment agencies ensure that these risks do not occur and received written agreement regarding compliance'. [Modern Slavery, 11/2018: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: System to check if Actions are effective: The Company indicates that 'we have established a Management System on Human Rights and Labor at each of our domestic worksites. We are conducting risk assessments, formulating targets and plans, putting the systems into operation, and conducting audits and evaluations to enable corrections to be made. We are also holding management reviews once a

Indicator Code	Indicator name	Score (out of 2)	Explanation
	human rights risks and impacts		<p>year, seeking to establish a solid PDCA cycle'. Also, 'since 2017, we have been employing a "CSR Compliance Checklist." In addition to enabling our suppliers to self-assess their level of compliance with our CSR requirements, these checklists also make issues visible. By sharing the results of CSR compliance checks with Murata, our suppliers are able to engage in two-way consultations regarding issues and corrective measures, enabling them to realize more efficient and fundamental solutions to any issues that have been discovered'. However, no evidence of a system the system(s) for tracking the actions taken in response to human rights risks and impacts assessed and for evaluating whether the actions have been effective or have missed key issues or not produced the desired results in the supply chain. [Suppliers, 26/08/2019: murata.com & Human Rights and Labor Policies - web, 07/05/19: murata.com]</p> <ul style="list-style-type: none"> • Not met: Lessons learnt from checking effectiveness <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Comms plan re identifying risks: See indicator B.2.1 [Modern Slavery, 11/2018: murata.com] • Not met: Comms plan re assessing risks: See indicator B.2.2 [Modern Slavery, 11/2018: murata.com] • Not met: Comms plan re action plans for risks: However, some example is provided. See indicator B.2.3 [Modern Slavery, 11/2018: murata.com] • Not met: Comms plan re reviewing action plans • Not met: Including ICT suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responding to affected stakeholders concerns • Not met: Ensuring affected stakeholders can access communications

C. Remedies and Grievance Mechanisms (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Channel accessible to all workers: The Company indicates that it 'has established an internal helpline to take whistle-blowing reports and consultations if an act within Murata that violates or could violate the Corporate Ethics Policy and Code of Conduct in discovered. In addition, Murata has established an environment that makes whistle blowing easier by also setting up an outside helpline to take these kinds of whistle-blowing reports and consultations for the prevention, early detection, and prompt handling of compliance violations. The outside helpline has been entrusted to the following specialty Company'. However, it is not clear that it is available to all workers. [Compliance, 07/05/19: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Number grievances filed, addressed or resolved [Value Report 2018, 31/03/18: murata.com] • Not met: Channel is available in all appropriate languages • Not met: Expect ICT supplier to have equivalent grievance systems • Not met: Opens own system to ICT supplier workers: The Company indicates that 'suppliers can use consultation service in the event of apparent legal violation or social impropriety arising in dealings with Murata. It is an e-mail Company hotline, direct to the director of the Procurement Division. The dedicated email address will be notified to suppliers at the start of the transaction. We are bolstering our stance on compliance by continually urging suppliers to make use of this service when appropriate'. However, it is not clear that the workers in its supply chain have access to it and that suppliers convey the same expectation on access to grievance channel(s) / mechanism(s) to their own suppliers (either through the suppliers grievance channel or expecting the suppliers' suppliers to establish its own channels for their workers to raise such complaints). [Suppliers, 26/08/2019: murata.com]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Grievance mechanism for community: The company indicates that it "has established an environment that makes whistle blowing easier by also setting up an outside helpline to take these kinds of whistle-blowing reports and consultations for the prevention, early detection, and prompt handling of compliance violations". However, it is not clear if this channel is available to the community in general. [Compliance, 07/05/19: murata.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
	individuals and communities		<p>Score 2</p> <ul style="list-style-type: none"> • Not met: Describes accessibility and local languages: An internet address to the outside helpline is given. However, it is not clear it is accessible in all appropriate languages. [Compliance, 07/05/19: murata.com] • Not met: Expects ICT supplier to have community grievance systems • Not met: ICT supplier communities use global system: An internet address to the outside helpline is given. However, it is not clear external individuals or community potentially affected by suppliers' are expected to this channel. [Compliance, 07/05/19: murata.com]
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Engages users to create or assess system • Not met: Description of how they do this <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Engages with users on system performance • Not met: Provides user engagement example on performance • Not met: ICT suppliers consult users in creation or assessment
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Response timescales [Compliance, 07/05/19: murata.com] • Not met: How complainants will be informed: The company indicates that 'when reports are received under a real name, feedback on the progress and results of checking and investigation is given appropriately while taking care to ensure the whistle blower does not unjustly face negative consequences as a result of blowing the whistle'. Moreover, in the chart 'Process of receiving whistle-blowing reports and providing feedback', the Company mentions feedback on handling/measures (postal mail, etc.). However, no further information found on how complainants are informed. [Compliance, 07/05/19: murata.com] • Not met: Who is handling the complaint <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Escalation to senior/independent level: The company indicates that "when a whistle-blowing report or consultation about compliance from a Murata or Murata Group officer or employee, etc.is received by the internal or outside helpline, the Compliance promotion Committee, the chairperson of the committee, and the secretariat of the committee lead the response. Coordinating with relevant departments as necessary, they check and investigate as far as possible all the facts and the relevant laws and regulations. On that basis, the existence or nonexistence of a compliance violation is recognized and response measures such as recommendations for correction are taken as necessary". However, it is not clear how cases can escalate to more senior levels or a third party for resolution. [Compliance, 07/05/19: murata.com]
C.5	Commitment to non-retaliation over complaints or concerns made	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Public statement prohibiting retaliation: The company indicates that "when reports are received under a real name, feedback on the progress and results of checking and investigation is given appropriately while taking care to ensure the whistle blower does not unjustly face negative consequences as a result of blowing the whistle". However, no prohibition to retaliation against workers and other stakeholders who raise human rights related concerns or complaint found. [Compliance, 07/05/19: murata.com] • Not met: Practical measures to prevent retaliation: Although the company does imply that there may be anonymous complaints ("when reports are received under a real name"), no further evidence was found. [Compliance, 07/05/19: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Has not retaliated in practice • Not met: Expects ICT suppliers to prohibit retaliation: Suppliers are expected to comply with the RBA Code which establishes that "programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law. Participants should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation". It is not clear that the commitment not to retaliate also extends to suppliers' stakeholders. [RBA Code of Conduct 6.0, 01/08: responsiblebusiness.org]
C.6	Company involvement with State-	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Won't impede state based mechanisms [Compliance, 07/05/19: murata.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
	based judicial and non-judicial grievance mechanisms		<ul style="list-style-type: none"> • Not met: Complainants not asked to waive rights Score 2 <ul style="list-style-type: none"> • Not met: Will work with state based or non judicial mechanisms • Not met: Example of issue resolved (if applicable)
C.7	Remediating adverse impacts and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Describes how remedy has been provided: The company points out that “the existence or non-existence of a compliance violation is recognized and response measures such as recommendations for correction are taken as necessary”. However, no further information found regarding the approach the company took or may take to provide or enable a timely remedy for victims. [Compliance, 07/05/19: murata.com] Score 2 <ul style="list-style-type: none"> • Not met: Says how it would remedy key sector risks • Not met: Changes introduced to stop repetition • Not met: Approach to learning from incident to prevent future impacts • Not met: Evaluation of the channel/mechanism

D. Performance: Company Human Rights Practices (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.1.a	Living wage (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Living wage target timeframe: The company points out that “we will fully observe all wage-related laws in paying wages, and we will not unjustly reduce wages”. However, it is not clear workers are paid a living wage, which should be sufficient to cover food, water, clothing, transport, education, health care and other essential needs for workers and their officially entitled dependents and provide some discretionary income. [Human Rights and Labor Policies - web, 07/05/19: murata.com] Score 2 <ul style="list-style-type: none"> • Not met: Describes how living wage determined • Not met: Achieved payment of living wage • Not met: Regularly review definition of living wage with unions
D.4.1.b	Living wage (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Living wage in supplier code or contracts: The company points out that it requests from their suppliers to guarantee appropriate wages. However, it is not clear workers are paid a living wage, which should be sufficient to cover food, water, clothing, transport, education, health care and other essential needs for workers and their officially entitled dependents and provide some discretionary income. [Our Expectations of Suppliers, 07/05/19: murata.com] Score 2 <ul style="list-style-type: none"> • Not met: Improving living wage practices of suppliers • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends demonstrating progress
D.4.2	Aligning purchasing decisions with human rights	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Avoids business model pressure on HRs: The company indicates that ‘Murata's buyers and procurement personnel will be respectful to suppliers, and conduct their dealings with suppliers in a fair, just, and sincere manner’. Moreover, ‘we will evaluate and select suppliers fairly based on such rational standards as quality, price, delivery performance, steady supply, environmental conservation, financial stability, and consideration for human rights and labor safety’. Finally, ‘as a company with a compliance-oriented management, Murata insists on observance of laws and ordinances relating to purchasing. In particular, we organize annual briefing sessions to give employees a full understanding of the terms of the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors (Subcontract Act) to prevent violations due to lack of awareness’. However, it is not clear that the company avoids price or short notice requirements or other considerations that may undermine human rights. [Suppliers, 26/08/2019: murata.com & Purchasing Policy, 07/05/19: murata.com] • Not met: Positive incentives to respect human rights: Although the company points out that we will evaluate and select suppliers fairly based on consideration for human rights and labor safety, among other criteria, it is not clear if there are positive incentives put into place to encourage suppliers to respect it. [Purchasing Policy, 07/05/19: murata.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 • Not met: Both requirements under score 1 met
D.4.3	Mapping and disclosing the supply chain	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Identifies suppliers back to product source: Among basic attitudes that Murata requires of suppliers is the to “Emphasis on information disclosure”. However, it is not clear what type of information it is referring to as well as not clear if the company identifies its suppliers. [Suppliers, 26/08/2019: murata.com] Score 2 • Not met: Discloses significant parts of supply chain and why
D.4.4.a	Prohibition on child labour: Age verification and corrective actions (in own production or manufacturing operations)	1	The individual elements of the assessment are met or not as follows: Score 1 • Met: Does not use child labour: The company discloses a chart where it indicates that there is no use of child labour within its own operations. [Human Rights and Labor Policies - web, 07/05/19: murata.com] • Met: Age verification of job applicants and workers: It points out that “to abolish child labor, we have identification check during employment for preventions”. [Human Rights and Labor Policies - web, 07/05/19: murata.com] Score 2 • Not met: Remediation if children identified
D.4.4.b	Prohibition on child labour: Age verification and corrective actions (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Child Labour rules in codes or contracts: As part of its a CSR Agreement, suppliers are expected comply with the company’s CSR Charter, which prohibits child labor. Moreover, in a “confirmation of age based on documents issued by official organizations shall be rigorously carried out and minors under the age of fifteen years old shall not be employed”. Also, it can be found in its page ‘Suppliers’ that ‘since 2017, we have been employing a “CSR Compliance Checklist.” In addition to enabling our suppliers to self-assess their level of compliance with our CSR requirements, these checklists also make issues visible. By sharing the results of CSR compliance checks with Murata, our suppliers are able to engage in two-way consultations regarding issues and corrective measures, enabling them to realize more efficient and fundamental solutions to any issues that have been discovered’. However, it is not clear whether the company has remediation programmes to tackle child labour specifically, should it occur. [CSR Charter - web, 07/05/19: murata.com & Human Rights and Labor Policies - web, 07/05/19: murata.com] • Not met: How working with suppliers on child labour [Responsible Minerals Procurement - web, 07/05/19: murata.com] Score 2 • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends demonstrating progress
D.4.5.a	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Pays workers in full and on time: The company indicates that “we will fully observe all wage-related laws in paying wages, and we will not unjustly reduce wages”. However, no further information found of a regular, in full and on time payment. [Human Rights and Labor Policies - web, 07/05/19: murata.com] • Not met: Payslips show any legitimate deductions Score 2 • Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters
D.4.5.b	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in the supply chain)	1	The individual elements of the assessment are met or not as follows: Score 1 • Met: Debt and fees rules in codes or contracts: The company has a CSR agreement with suppliers to comply with the RBA Code, in which is stated that “forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons shall not be used (...). Workers shall not be required to pay employers’ or agents’ recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker”. [RBA Code of Conduct 6.0, 01/08: responsiblebusiness.org] • Not met: How working with suppliers on debt & fees Score 2 • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.5.c	Prohibition on forced labour: Restrictions on workers (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Does not retain documents or restrict movement: The company indicates that “employees shall retain and manage their own legal documents including passports, other government-issued identification documents, and travel documents and shall not be required to hand over the original documents”. [Human Rights and Labor Policies - web, 07/05/19: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How sure about agencies or brokers: According to the RBA, which is required to be complied by recruitment agencies, suppliers must ensure that “there shall be no unreasonable restrictions on workers’ freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities (...). All work must be voluntary and workers shall be free to leave work at any time or terminate their employment Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law”. However, it is not clear what practical measures to ensure that there are no document retention or other forms of forced labour are taken within the company owned operations. [RBA Code of Conduct 6.0, 01/08: responsiblebusiness.org & Modern Slavery, 11/2018: murata.com]
D.4.5.d	Prohibition on forced labour: Restrictions on workers (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Free movement rules in codes or contracts: The company has a CSR agreement with suppliers to comply with the RBA Code, in which is stated that “there shall be no unreasonable restrictions on workers’ freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities (...). All work must be voluntary and workers shall be free to leave work at any time or terminate their employment Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law”. [RBA Code of Conduct 6.0, 01/08: responsiblebusiness.org] • Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters: The Company requests its suppliers to ‘prohibit the use of child labor or forced labor’. Also, it describes that it educates agencies about the problematic of slave labor and human trafficking. However, it is not clear what approach given to it and whether it involves awareness raising of the issue of retention of workers’ documents. Neither is it clear how this work is done with suppliers. [Modern Slavery, 11/2018: murata.com & Our Expectations of Suppliers, 07/05/19: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.4.6.a	Freedom of association and collective bargaining (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits not to interfere with union rights and collective bargaining and prohibits intimidation and retaliation: The company indicates that "we will respect the right to form or participate in organizations such as labor unions, worker committees and so on as a right recognized by law". “We will respect the right to engage in collective bargaining without interference, discrimination, retaliation, or harassment”. However, it is not clear what measures it takes to prohibit any form of intimidation, harassment, retaliation or violence against workers seeking to exercise these rights. [Human Rights and Labor Policies - web, 07/05/19: murata.com] • Not met: Discloses % covered by collective bargaining <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.6.b	Freedom of association and collective bargaining (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: FoA & CB rules in codes or contracts: The company has a CSR agreement with suppliers to comply with the RBA Code, in which is stated that “in conformance with local law, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment”. [RBA Code of Conduct 6.0, 01/08: responsiblebusiness.org] • Not met: How working with suppliers on FoA and CB: Although the Company requests its suppliers to respect for the right of free association and to respect for and support of the right of collective bargaining, it is not clear how it works with suppliers to improve their practices in relation to these two requirements. [Our Expectations of Suppliers, 07/05/19: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.4.7.a	Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Injury Rate disclosures: The company indicates that the frequency rate of workplace accidents in 2017 was 0.44. [Value Report 2018, 31/03/18: murata.com] • Met: Lost days or near miss disclosure: The company indicates that the number of accidents resulting in lost workdays in 2017 was 26. [Value Report 2018, 31/03/18: murata.com] • Not met: Fatalities disclosures: The Company has provided evidence to CHRB in relation to this. However, no evidence found in publicly available sources. • Not met: Occupational disease rates <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Set targets for H&S performance: The company discloses it targets for fiscal 2018: “promote health and safety activities that are rooted in the worksite and incorporated in daily practice”. Moreover, “assess ongoing implementation of activities in FY2017 and work to reduce the incidence of work-related accidents by means of the following measures: introduce external health and safety consultants; implement health and safety measures focused on work experience, form of manifestation of accident, and employee classification; eliminate breaches of compliance with the Industrial Safety and Health Act by reforming the OHS Compliance Evaluation Table; examine potential for company-wide introduction of “pointing and calling” activities; implement health and safety audits tailored to worksites acquired in M&A”. However, it is not clear what the targets for rates of injury, lost days and fatalities. The Company provided evidence to CHRB in relation to 2019. However, evidence couldn't be found in publicly available sources (in English). [Targets and Results, 07/05/19: murata.com & Targets and Results, 26/08/2019: murata.com] • Met: Met targets or explains why not: The company state that “[Murata] frequency rate of workplace accidents has been lower than the rate for the manufacturing industry over the past ten years, but it has been on the upward trend in recent years. Our understanding is that this is due to weakness in our health and safety management system, one example of which is safety education not keeping up with the rapid increase in the number of employees as a result of mergers and acquisitions. [Value Report 2018, 31/03/18: murata.com]
D.4.7.b	Health and safety: Fatalities, lost days, injury rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Sets out clear Health and Safety requirements: The company has a CSR agreement with suppliers to comply with the RBA Code, in which the company sets health and safety requirements and guidelines that cover: occupational safety; emergency preparedness; occupational injury and illness; industrial hygiene; physically demanding work; machine safeguarding; sanitation, food, and housing; health and safety communication. [RBA Code of Conduct 6.0, 01/08: responsiblebusiness.org] • Not met: Injury rate disclosures • Not met: Lost days or near miss disclosures • Not met: Fatalities disclosures • Not met: Occupational disease rates <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How working with suppliers on H&S

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Provide analysis of trends in progress made
D.4.8.a	Women's rights (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Process to stop harassment and violence: The company indicates that “as part of our efforts to prevent harassment, Murata conducts harassment training every year not only for management-level staff, but also for employees whose role it is to form teams (team leaders, etc.)”. However, it is not clear if these training address harassment and intimidation against women in specific. [Human Rights and Labor Policies - web, 07/05/19: murata.com] • Not met: Working conditions take account of gender: The company indicates that “employees shall not be subject to improper discrimination such as reduction in pay, demotion, or termination on the grounds of pregnancy or having children”. Also “except when specified by laws and regulations or to ensure individual safety or workplace safety, employees shall not be required to undergo pregnancy testing or other medical testing (...) and shall not be subject to improper discrimination on the basis of test results”. Finally, “a pregnant employee or an employee with a child of up to their sixth year of elementary school (up to the end of the relevant fiscal year) can reduce their working day by up to two hours”. However, it is not clear how the company takes into account how different job posts can have different impact on women. [Human Rights and Labor Policies - web, 07/05/19: murata.com] • Not met: Equality of opportunity at all levels: It indicates that “we will eliminate discrimination in hiring, promotion, raises, evaluations, training and education, wages, benefits, rewards, discipline, termination, and other employment-related practices on the basis of (...), sex, marital status, (...), sexual orientation, gender identity, gender expression”. Also, “employees shall not be subject to improper discrimination such as reduction in pay, demotion, or termination on the grounds of pregnancy or having children”. However, it is not clear how it works in practice and if it is monitored and maintained throughout all levels of employment. [Human Rights and Labor Policies - web, 07/05/19: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Meets all of the requirements under score 1
D.4.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's rights in codes or contracts: Suppliers have to agree to comply with the RBA Code, and according to it, ‘reasonable steps must also be taken to remove pregnant women/nursing mothers from working condition with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers including those associated with their work assignments, as well as include reasonable accommodations for nursing mothers’. Moreover, in its section ‘Our Expectations of Suppliers’, the Company requests its suppliers to ‘combat discrimination, including gender discrimination, and respect the dignity of each employee’. However, no further requirement found for pay equal pay for equal work, and to have measures to ensure equal opportunities throughout all levels of employment. [Responsible Minerals Procurement - web, 07/05/19: murata.com & RBA Code of Conduct 6.0, 01/08: responsiblebusiness.org] • Not met: How working with suppliers on women's rights: The Company indicates that ‘since 2017, we have been employing a “CSR Compliance Checklist.” In addition to enabling our suppliers to self-assess their level of compliance with our CSR requirements, these checklists also make issues visible. By sharing the results of CSR compliance checks with Murata, our suppliers are able to engage in two-way consultations regarding issues and corrective measures, enabling them to realize more efficient and fundamental solutions to any issues that have been discovered. We believe that in order to effectively put these initiatives into practice, it is important for us to avoid simply making unilateral demands on our suppliers. Rather, we work together with our suppliers, based on the partnerships that we have built up with them’. However, it is not clear how it works with suppliers to improve their practices in relation to women's rights. [Suppliers, 26/08/2019: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met • Not met: Provide analysis of trends in progress made

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.9.a	Working hours (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Respects max hours, min breaks and rest periods in its own operations: The company indicates that "we will observe global standards, and appropriately arrange working hours, holidays, and leaves within the scope stipulated by the laws and regulations of the countries in which we conduct our business activities (...). We will create trustworthy work time management systems, accurately record work times and days off, and perform management to prevent infringement of work time management rules that must be complied with". [Human Rights and Labor Policies - web, 07/05/19: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How it implements and checks this
D.4.9.b	Working hours (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Working hours in codes or contracts: The Company expects suppliers to 'observe global standards, and appropriately arrange working hours, holidays, and leaves within the scope stipulated by the laws and regulations of the countries in which we conduct our business activities'. Moreover, according to the RBA code, which suppliers are required to abide by, 'working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off every seven days'. However, no details found regarding standard weekly hours. [Human Rights and Labor Policies - web, 07/05/19: murata.com & RBA Code of Conduct 6.0, 01/08: responsiblebusiness.org] • Not met: How working with suppliers on working hours: The Company indicates that it requests its suppliers to 'elimination of excessive overtime work'. However, it is not clear how it works with suppliers to improve their practices in relation to working hours. [Our Expectations of Suppliers, 07/05/19: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.4.10.a	Responsible Mineral Sourcing: Arrangements with Suppliers and Smelters/Refiners in the Mineral Resource Supply Chains	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Responsible mineral sourcing due diligence in supplier contracts: The CSR Agreement is signed by suppliers and includes an agreement to comply with the RBA Code. According to the Code, "participants shall have a policy to reasonably assure that the tantalum, tin, tungsten and gold in the products they manufacture does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo or an adjoining country." Moreover, the company indicates that "we provide information using the CMRT (Conflict Minerals Reporting Template) issued by the RMI (Responsible Minerals Initiative) (...). We continue to carry out our efforts to reduce risk and make our supply chain transparent by working together with our suppliers for improvement. This entails reviewing reported information in line with the internal standards prescribed based on the OECD Due Diligence Guidance and carrying out corrective measures, and so forth". [RBA Code of Conduct 6.0, 01/08: responsiblebusiness.org & Responsible Minerals Procurement - web, 07/05/19: murata.com] • Not met: Builds capacity with smelters/refiners: The Company indicates that it is part of JEITA, a Responsible Minerals Trade Working Group. Also, as part of its 'Promoting responsible mineral procurement', the Company mentions: 'working within the framework of CSR procurement activities based on the Murata Manufacturing CSR Charter; building a management framework in accordance with the OECD Due Diligence Guidance; using the above mechanisms to promote responsible procurement of minerals used by Murata, such as by preventing the financing of armed groups for conflict minerals (gold, tin, tantalum, tungsten) through continued efforts to use low-risk components and material, etc.'. However, it is not clear how it works with smelters/refiners and with suppliers to contribute to building their capacity in risk assessment and improving their due diligence performance (including through industry-wide initiatives). [Smelter Support Team - JEITA, 26/08/2019: home.jeita.or.jp & Promoting 'Responsible Minerals Procurement' Update, 26/08/2019: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Disclosure of smelter information in supplier requirements: As indicated above, the CSR Agreement is signed by suppliers and includes an agreement to comply with the RBA Code. This code states that "Participants shall exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available to customers upon customer request".

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Responsible conflict mineral sourcing covers all minerals
D.4.10.b	Responsible Mineral Sourcing: Risk Identification in Mineral Supply Chain	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Risk identification and disclosure in line with OECD Guidance [Responsible Minerals Procurement - web, 07/05/19: murata.com & Our Expectations of Suppliers, 07/05/19: murata.com] • Met: Identification of smelter/refiners and OECD due diligence: The Company indicates that 'We expect our suppliers to understand our policy, to complete a supply chain survey, to exercise due diligence, to institute their own policy for addressing the issue, to establish and implement an internal management system, and to source minerals only from RMAP conformant smelters as part of a commitment to ensuring that delivered products are conflict-free. Also, 'in response to requests from our customers for our supply chain information, we provide information using the CMRT (Conflict Minerals Reporting Template) issued by the RMI (Responsible Minerals Initiative). We also regularly conduct surveys on our suppliers to keep the information updated'. [Our Expectations of Suppliers, 07/05/19: murata.com & Promotion of CSR procurement, n/a: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Discloses smelters/refiners judged in line with OECD due diligence • Not met: Responsible conflict mineral sourcing covers all minerals
D.4.10.c	Responsible Mineral Sourcing: Risk Management in the Mineral Supply Chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Describes mineral risk management plan for supply chain: The company indicates that it refuses "to conduct procurement from companies that are clearly involved in conflicts or human rights violations". No further information found on steps taken to manage and respond to risks in its mineral supply chain. [Responsible Minerals Procurement - web, 07/05/19: murata.com] • Not met: Monitoring, tracking and whether better risk prevention/mitigation over time: The Company indicates that 'in response to requests from our customers for our supply chain information, we provide information using the CMRT (Conflict Minerals Reporting Template) issued by the RMI (Responsible Minerals Initiative). We also regularly conduct surveys on our suppliers to keep the information updated. We continue to carry out our efforts to reduce risk and make our supply chain transparent by working together with our suppliers for improvement. This entails reviewing reported information in line with the internal standards prescribed based on the OECD Due Diligence Guidance and carrying out corrective measures, and so forth'. However, it is not clear whether there has been significant and measurable improvement in risk prevention and mitigation over time. [Promotion of CSR procurement, n/a: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Supplier and stakeholders engaged in risk management strategy • Not met: Responsible conflict mineral sourcing covers all minerals

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found, and so the score of 11.93 out of 80 points scored in themes A-D & F has been applied to produce a score of 2.98 out of 20 points for theme E.

F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	1.85 out of 4	Out of a total of 52 indicators assessed under sections A-D of the benchmark, Murata Manufacturing made data public that met one or more elements of the methodology in 24 cases, leading to a disclosure score of 1.85 out of 4 points.
F.2	Recognised Reporting Initiatives	0 out of 2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Company reports on GRI • Not met: Company reports on SASB • Not met: Company reports on UNGPRF
F.3	Key, High Quality Disclosures	0 out of 4	Murata Manufacturing met 0 of the 10 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator. Specificity and use of concrete examples

Indicator Code	Indicator name	Score	Explanation
			<ul style="list-style-type: none"> • Not met: Score 2 for A.2.2 : Board discussions • Not met: Score 2 for B.1.6 : Monitoring and corrective actions • Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers • Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s) Discussing challenges openly • Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts • Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned Demonstrating a forward focus • Not met: Score 2 for A.2.3 : Incentives and performance management • Not met: Score 2 for B.1.2 : Incentives and performance management • Not met: Score 1 for D.4.1.a: Living wage (in own production or manufacturing operations) • Not met: Score 2 for D.4.7.a: Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2019 Key Findings report and technical annex for more details of the research process.

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As CHRB Ltd, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.