

Company Name Murata Manufacturing
Industry ICT (Own operations and Supply Chain)
Overall Score 19.4 out of 100

| Theme Score | Out of | For Theme |
|-------------|--------|-----------------------------------------------------|
| 3.4 | 10 | A. Governance and Policies |
| 5.9 | 25 | B. Embedding Respect and Human Rights Due Diligence |
| 3.5 | 20 | C. Remedies and Grievance Mechanisms |
| 6.6 | 25 | D. Performance: Company Human Rights Practices |
| 0.0 | 20 | E. Performance: Responses to Serious Allegations |

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 2022 Methodology document for the sector concerned. 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 |
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| A.1.1 | Commitment to respect human rights | 2 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Universal Declaration of Human rights (UDHR): The Human Rights and Labor Policies document states that 'Murata will comply with the Universal Declaration of Human Rights'. [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] Score 2 <ul style="list-style-type: none"> Not Met: Commitment to the UNGPs Met: Commitment to the OECD Guidelines for Multinational Enterprises: It also indicates that 'Murata will comply with (...) The OECD Guidelines for Multinational Enterprises'. [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] |
| A.1.2.a | Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work | 1.5 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Company has a commitment to the ILO Core: It indicates that 'Murata will comply with the (...) Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO)'. [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] Met: Company has a explicit commitment to All four ILO Core: The Company's Human Rights Policy covers: Prohibition of discrimination and harassment, Prohibition of forced labour, Prohibition of child labour. Regarding freedom of association and collective bargaining, it indicates: 'Murata will respect and will not infringe on employees' freedom of membership in labor unions and the right of collective bargaining by labor unions in accordance with internationally-recognized standards and the laws and regulations of each country and region where Murata conducts business. Moreover, even in countries and regions where the formation of labor unions is not allowed under the laws, etc. of each country, we strive to |

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| | | | <p>promote problem-solving through dialog between labor and management, which is the objective of executing the rights appended to the freedom of association and labor unions, etc.' [2022 Human Rights and Labor Policies, N/A: corporate.murata.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Company expect suppliers to commit to ILO Core: The Company's Procurement Policy indicates that 'In addition to respecting international standards relating to human rights, we promote procurement activities which consider the labor environment at suppliers'. The Company's Human Rights Policy states that 'Murata will comply with the (...) Rights at Work of the International Labor Organization (ILO)'. Regarding its suppliers, it indicates 'Murata will request that business partners throughout the Murata supply chain endeavor to realize a society in which these policies are complied with'. On its CSR Guidelines the Company clarify that 'these guidelines will help you to understand the Murata Group's CSR procurement policies and requirements, with which we request our suppliers to comply.' [2022 Procurement Policy, N/A: corporate.murata.com] & [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] • Not Met: Company explicitly list All four ILO for suppliers: The Supplier Code of Conduct, which is inside the Supply Chain CSR Procurement Guideline, covers the following rights: forced labour, child labour, non-discrimination. Regarding freedom of association and collective bargaining, it states that: 'In conformance with local law, suppliers 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 to refrain from such activities'. However, it is not clear whether it is committed to respect these rights 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 conformance with local laws'. [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] |
| A.1.2.b | Commitment to respect the human rights of workers: Health and safety and working hours | 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: Commitment to respect H&S of workers: The Ethics and Code of Conduct Policy states that 'we will commit ourselves to ensuring the safety and health of our employees in the working environment, and understand and comply with relevant laws and regulations. We will respond quickly and appropriately to work-related accidents and make all efforts to prevent recurrence' [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] • Not Met: Respect ILO labour standards on working hours or Commits to 48 hours regular work week: It indicates that 'Murata will properly comply with working conditions relating to working hours, days off and holidays, breaks, wages, and so on in accordance with the laws and regulations of each country and region where Murata conducts business pursuant to internationally-recognized standards. In cases where there are discrepancies between internationally-recognized standards and the laws and regulations of each country and region where Murata conducts business, Murata shall seek methods to comply with internationally-recognized standards. Workers shall be compensated for overtime at pay rates greater than regular hourly rates'. However, no evidence found of the Company explicitly committing to respect ILO conventions on working hours or that publicly states that workers are not required to work more than 48 hours as regular working week, and that overtime is consensual and paid at a premium rate. [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Expect suppliers to commit to H&S of their workers: The Supplier Code of Conduct indicates that 'Suppliers recognize that in addition to minimizing the incidence of work work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Ongoing worker input and education is also recognized as essential to identifying and solving health and safety issues in the workplace. Recognized management systems such as OHSAS 18001 and ILO Guidelines on Occupational Safety and Health were used as references in preparing the Code and may be a useful source of additional information'. However, it is not clear suppliers expect suppliers to commit to respecting to the health and safety of its workers. Previous assessment used evidence from webpage section 'Our Expectations of Suppliers', which CHRB no longer considers a suitable source for policy statements. [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] • Not Met: Expect suppliers to commit to ILO labour standard or to 48 hours regular work week: The Supplier Code of Conduct states that 'a. Working hours are |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | not to exceed the maximum set by local law. b. A workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. c. Workers shall be allowed at least one day off every seven days'. However, no formal commitment about respecting the ILO conventions on working hours was found. Alternatively, the Company would achieve this by committing to a 48 hours regular working week, and consensual overtime paid at a premium rate. [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] & [Suppliers, N/A] |
| A.1.3.a.ICT | Commitment to respect human rights particularly relevant to the industry – responsible sourcing of minerals (ICT) | 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: The Company indicates: 'continuously strive to use lower risk materials to prevent the funding of armed groups, protect human rights, promote fair trade, and promote responsible procurement of minerals used by the company in the company's supply chain for minerals such as gold/tin/tantalum/tungsten/cobalt/mica, etc. or refrain from engaging in procurement from companies which fall under Annex II risks for conflict and human rights violations, etc. in conflict-affected and high-risk areas (CAHRAs)'. However, 'strive' is not considered a formal statement of commitment according to CHRB wording criteria. No further evidence found showing it commits to the responsible sourcing of minerals. Previous assessment used evidence from the webpage section 'Promoting 'Responsible Minerals Procurement', which CHRB no longer considers a suitable source for policy statements. [Responsible mineral procurement response policy, N/A: corporate.murata.com] • Met: Based on OECD Guidance: It indicates as part of its Responsible mineral procurement response policy: 'Build a management system for target minerals included in Murata products which complies with "OECD Due Diligence Guidance"'. [Responsible mineral procurement response policy, N/A: corporate.murata.com] • Met: Requires suppliers to commit to responsible mineral sourcing: The Supplier Code of Conduct indicates that 'A policy for responsible minerals procurement shall be maintained to reasonably assure that the tantalum, tin, tungsten, gold and cobalt in the products manufactured 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'. [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] & [Promoting 'Responsible Minerals Procurement' Update, N/A: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commits to follow OECD Guidance for all minerals: The Company state that 'a policy for responsible minerals procurement shall be maintained to reasonably assure that the tantalum, tin, tungsten, gold and cobalt in the products manufactured 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.' However, we were unable to find a statement commitment to the responsible source of all minerals which is what this indicator requires. [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] • Not Met: Suppliers expected to make similar requirements of their suppliers |
| A.1.3.b.ICT | Commitment to respect human rights particularly relevant to the industry – vulnerable groups (ICT) | 1.5 | <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: Women's rights: It indicates that 'Murata will comply with the (...) Convention on the Elimination of all forms of Discrimination Against Women'. [Human Rights and Labor Policies, N/A: corporate.murata.com] • Met: Expects suppliers to respect at least one of these rights: As above, the Company indicates that 'Murata will comply with the (...) Convention on the Elimination of all forms of Discrimination Against Women. In addition the Company state 'these guidelines will help you to understand the Murata Group's CSR procurement policies and requirements, with which we request our suppliers to comply.' [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: CEDAW/Women's Empowerment Principles: It indicates that 'Murata will comply with the (...) Convention on the Elimination of all forms of Discrimination Against Women'. [Human Rights and Labor Policies, N/A: corporate.murata.com] • 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 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: The Company commits to remedy |

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| | | | <ul style="list-style-type: none"> • Not Met: Company expect suppliers to make this commitment Score 2 <ul style="list-style-type: none"> • Not Met: Collaborating with other remedy initiatives • Not Met: Work with suppliers to remedy impact |
| A.1.5 | Commitment to respect the rights of human rights defenders | 0 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Zero tolerance attacks on HRs Defenders (HRDs) Score 2 <ul style="list-style-type: none"> • Not Met: Company expect suppliers to make this commitment • Not Met: Work with HRD to create safe and enabling environment |

A.2 Policy Commitments (5% of Total)

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| A.2.1 | Commitment from the top | 0.5 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Board level responsibility for HRs: The Company indicates that 'respect for human rights and diversity is one of the Company's key issues (materiality). Human rights related policies and the progress of activities are reported and deliberated within the CSR Management Committee while the status of the management system is periodically reviewed with the officer in charge of "human rights and labor" and the President, who is the highest-ranking person regarding "human rights and labor" in the Murata Group. Additionally, topics discussed by the CSR Management Committee are supervised by the Board of Directors.' [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] Score 2 <ul style="list-style-type: none"> • Not Met: Describe HR expertise of Board member • Not Met: Speeches/letters by Board members or CEO |
| A.2.2 | Board responsibility | 1 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Board/Committee review HRs strategy: The Company state that 'the status of the management system is periodically reviewed with the officer in charge of "human rights and labor" and the President [...]'. [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] Score 2 <ul style="list-style-type: none"> • Not Met: Examples/trends re HR discussion in the last reporting period: 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. [Statement on the UK Modern Slavery Act, 11/2019: corporate.murata.com] • Not Met: Meets both requirements under score 1 • Not Met: How affected stakeholders/HR experts informed discussions |
| A.2.3 | Incentives and performance management | 0 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Incentives for at least one board member • Not Met: At least one key HR risk, beyond employee H&S Score 2 <ul style="list-style-type: none"> • Not Met: Performance criteria made public • Not Met: Review of other board performance criteria |
| A.2.4 | Business model strategy and risks | 0 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Board process to review bussiness model and strategy • Not Met: Describe frequency and triggers for reviewing Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Example of actions decided |

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 |
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| B.1.1 | Responsibility and resources for day-to-day human rights functions | 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: Score of 1 on A.1.2.a • Met: Senior responsibility for HR implementation and decision making: 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'. [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How it assigns Day-to-day responsibility: The Company provided feedback to this datapoint, but evidence not material. • Not Met: Day-to-day resources and expertise allocation in own ops • Not Met: Resources and expertise allocation in the supply chain |
| B.1.2 | Incentives and performance management | 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: Senior manager incentives for human rights: The Company discloses information against its remuneration for Board of Directors members, including medium to long term incentive. However, no evidence was found on an incentive program for senior management addressing Human Rights [Murata Value Report 2019, 2019: corporate.murata.com] • Not Met: At least one key HR risk, beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria made public • Not Met: Review of other senior management performance |
| B.1.3 | Integration with enterprise risk management | 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 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. [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] & [Risk Management, N/A] • Met: Provides an example: The Company indicates that 'in one of our initiatives, we conducted a risk analysis in order to identify risks that are likely to occur and found that there was a high risk of engineers working long hours. We then established a cooperative labor and management body for discussion between labor unions members, business divisions, and the HR department. We currently monitor business plan progress and working hours every quarter, in order to prevent engineers from working long hours during busy periods in important businesses. (we were able to reduce engineer overtime in applicable departments in fiscal 2021 to 84% of that the previous year).' [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Audit Ctte or independent risk assessment |
| B.1.4.a | Communication /dissemination of policy commitment(s) to workers and external 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: Score of 1 on A.1.2.a: Please see indicator A.1.2.a • 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'. [Statement on the UK Modern Slavery Act, 11/2019: corporate.murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communication of policy commitments to stakeholder: The Company state that 'we establish periodic opportunities to exchange opinions with everyone in the local community to avoid causing various problems including human rights issues arising from Murata factories.' However, no further information found on how the company communicates its policy commitments to stakeholders. [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] • Not Met: How policy commitments are made accessible to audience |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| B.1.4.b | Communication /dissemination of policy commitment(s) to business relationships | 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: Meets ILO requirement for suppliers on A.1.2.a • Not Met: Steps to communicate policy commitments to supply chain: The company state that 'At the start of a transaction, suppliers are required to sign the agreement document, the CSR Consent Form, to agree to Murata CSR Procurement Guidelines and to conduct a self-assessment using the CSR Compliance Checklist based on the guidelines. In addition, CSR audits are conducted for important suppliers, and surveys are conducted for items including human rights labor.' However, no further information found regarding training on the policy and/or whether the company provide guidance on the company's HR commitments. [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] • Met: Requires suppliers to communicate policy requirements: 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 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, N/A: responsiblebusiness.org] <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, N/A] • Not Met: Company requires suppliers to cascade down to their 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, N/A] |
| B.1.5 | Training on Human Rights | 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: Scores at least 1 on A.1.2.a: See indicator A.1.2.a • Met: How workers are trained on HR policy commitments: The Company indicates: 'In addition, in order to boost our employees' awareness of human rights, we have translated our basic policies regarding human rights and labour from Japanese to both English and Chinese, and are conducting human rights education as part of our stratified education programs.' 'In addition to the above ,starting in fiscal 2019, we have been using e-learning to provide all employees with training on basic policies related to human rights and labor as well as harassment prevention'. [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] • Met: Trains relevant managers including procurement: 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.). [...] In addition to the above ,starting in fiscal 2019, we have been using e-learning to provide all employees with training on basic policies related to human rights and labor as well as harassment prevention. [...] For supervisors and managers, we also provide management level education with more specialized content in conjunction with the education for all employees. Moreover we provide CSR related education, which includes human rights, to human resources representatives, procurement staff, and supervisors, according to their work duties. The curriculum also covers first response guidelines on what to do if harassment may have occurred at a workplace.' [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a • Met: Meets both requirements under score 1 • Not Met: Trains suppliers to meet company's HR commitment |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Not Met: Disclose % trained |
| 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"> • Met: Scores at least 1 on A.1.2.a: See indicator A.1.2.a • Met: Monitoring implementation of HR policy commitments across global ops and supply chain: 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'. [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] • Not Met: Proportion of supply chain monitored • Not Met: Describe how workers are involved in monitoring: The Company provided feedback to this datapoint, but it is unclear how the company involve workers in the process of monitoring the implementation of the company's HR policy. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a • Not Met: Describes corrective action process • Not Met: Disclose findings and number of corrective action |
| B.1.7 | Engaging and terminating business relationships | 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: HR affects 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". [Statement on the UK Modern Slavery Act, 11/2019: corporate.murata.com] & [Purchasing Policy, N/A: murata.com] • Not Met: HR affects on-going 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, N/A] & [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe positive incentives offered 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, N/A: murata.com] • Not Met: Working with suppliers to meet HR requirements: 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, N/A] |
| B.1.8 | Approach to engagement with 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 to identify and engage with workers/communities in the last two years: The Company does 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, N/A: corporate.murata.com] • Not Met: Discloses stakeholders that HRs may be affected: Company provided feedback to this datapoint but evidence is not material [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] • Not Met: Provides two examples of engagement with stakeholders <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HR issues • Not Met: Describe how views influenced company's HR approach |

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

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| B.2.1 | 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.' In addition, the company indicates 'Starting from fiscal year 2020, with the help of external experts, we reviewed our human rights due diligence system and established a process to reconfirm and improve the actual state of each plant and each business from various perspectives, such as forced labor (including child labor, foreign workers, working hour issues, etc.), gender disparity, various forms of harassment, the rights of labor organizations (including the right of collective bargaining, the freedom of association, etc.), impact on the community, and the impact of products on society.' [Modern Slavery, 01/2022: corporate.murata.com] & [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] • Not Met: Identifying risks through relevant business relationships: 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 for an active process for identifying possible human rights risks, rather than a policy compliance checking. [Suppliers, N/A] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describe ongoing global risk identification in consultation with stakeholder/HR experts: 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'. [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] • Not Met: Triggered by new circumstances • Not Met: Describes risks identified |
| B.2.2 | Assessing 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: Describe process for assessment of HR risks and discloses salient HR issues: The Company indicates 'we reviewed our human rights due diligence systems while obtaining information from outside experts and established a process for reaffirming and improving conditions at each plant and in each business from a variety of perspectives including forced labor [...]. ' The company indicate 'forced labour (foreign, migrant workers), forced labour (minority workers)' etc, as come of their human rights salient risks. [Statement on the UK Modern Slavery Act, 01/2022: corporate.murata.com] & [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] • Not Met: How process applies to supply chain • Not Met: Public disclosure of the results of HR assessment: The Company indicates that it is 'cognizant that slave labor and human trafficking are serious global problems'. In addition, the company state that 'in fiscal 2020 they reviewed their HR due diligence systems [...] we did not confirm any serious human rights issues that required immediate response.' 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. [Statement on the UK Modern Slavery Act, 01/2022: corporate.murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: How it involved affected stakeholders in the assessment |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| B.2.3 | Integrating and acting on human rights risks and impact assessments | 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: Action Plans to mitigate risks: The company indicates: "As an example of one of our initiatives, we conducted a risk analysis in order to identify risks that are likely to occur and found that there was a high risk of engineers working long hours. We then established a cooperative labor and management body for discussion between labor unions members, business divisions, and the HR department. We currently monitor business plan progress and working hours every quarter, in order to prevent engineers from working long hours during busy periods in important businesses. (we were able to reduce engineer overtime in applicable departments in fiscal 2021 to 84% of that the previous year)." [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] • Not Met: Description of how global system applies to 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 its website, 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, N/A] & [Statement on the UK Modern Slavery Act, 11/2019: corporate.murata.com] • Met: Example of actions decided on at least 1 salient HR issues: The Company provides different measures for the prevention of slave labour 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'. [Statement on the UK Modern Slavery Act, 01/2022: corporate.murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involve stakeholders in decisions about actions |
| B.2.4 | Tracking the effectiveness of actions to respond to human rights risks and impacts | 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 for tracking or monitor if actions taken are effective: The Company indicates: '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'. 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, N/A] & [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] • Not Met: Lessons learnt from checking system effectiveness <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Involve stakeholders in evaluation of actions taken |
| B.2.5 | Communicating on human rights impacts | 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: Provides two examples of comms with stakeholders: Company provided evidence, but not material to this indicator. This indicator looks for evidence of how the company communicates with stakeholders about human rights issues identified or raised by them. |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | Score 2 <ul style="list-style-type: none"> Not Met: Describe challenges to effective comms and how it is working to address them |

C. Remedies and Grievance Mechanisms (20% of Total)

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| C.1 | Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers | 1.5 | <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: Channel accessible to all workers: On its website, the Company states 'in the event that incidents of harassment or violation of human rights do occur, we have established channels that can be used by all employees and temporary workers for anonymous consultation both inside and outside the company, and put in place a system allowing the Compliance Secretariat to take the appropriate response.' Additionally, in its Modern Slavery Statement, the Company indicates it 'established reporting and consultation hotlines at all business sites that can be used by Murata Manufacturing Group employees and dispatched workers and established the Murata Group Non-Compliance Hotline, an external hotline that is operated by a third party, to create an environment where employees and others can anonymously and easily make reports and consult'. [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] & [Statement on the UK Modern Slavery Act, 11/2019: corporate.murata.com] <p>Score 2</p> <ul style="list-style-type: none"> Met: Channel is available in all appropriate languages and workers aware: The Company indicates: 'In addition to establishing an internal tip line within Murata Manufacturing and its domestic and overseas affiliated companies as a point of contact for receiving reports and consultation requests, we have established a multilingual support service outside the company for individuals to receive support in their native languages [...] group officers and employees (including temporary and part-time employees) are periodically informed of how to contact and use these services through such means as the intranet, posters, training, and portable cards.' [CSR Compliance Governance, N/A: corporate.murata.com] Not Met: Describe how workers in the supply chain have access to grievance mechanism: The company state 'with regards to supply chain hotline, an external hotline that is operated by a third party, to create an environment where employees and other can anonymously and easily make reports and consult.' however no further information on how workers access this channel. [Statement on the UK Modern Slavery Act, 01/2022: corporate.murata.com] Met: Expect Suppliers to convey expectation to their own suppliers: The Company state 'There must be a system to assess employees' understanding of or violations against practices and conditions for CSR-related items covered by this Code, to obtain feedback, and to encourage continuous improvement. There must be an ongoing system, including an effective grievance mechanism.' [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] |
| C.2 | Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities | 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 or any external stakeholder in general. [CSR Compliance Governance, N/A: corporate.murata.com] <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Describes accessibility and local languages and stakeholder awareness: An internet address to the outside helpline is given. However, it is not clear it is accessible in all appropriate languages. [CSR Compliance Governance, N/A: corporate.murata.com] Not Met: Communities access mechanism direct or through suppliers Not Met: Expect supplier to convey expectation to their own suppliers |
| C.3 | Users are involved in the design and performance of the channel(s)/mechanism(s) | 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: Engages users to create or assess system Not Met: Examples (at least two) of how they do this <p>Score 2</p> <ul style="list-style-type: none"> Met: Engages with potential or actual users on the improvement of the mechanism: The company indicates that 'the design and operation of the internal reporting system are regularly reviewed and revised, based on the results of attitude surveys on compliance understanding and internal reporting system usage |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | (conducted domestically and overseas each year), and through reviews in departments responsible for the internal reporting system.' [CSR Compliance Governance, N/A: corporate.murata.com] <ul style="list-style-type: none"> • Not Met: Provides user engagement example (at least two) on improvement |
| C.4 | Procedures related to the mechanism(s)/channel(s) are equitable, publicly available and explained | 0 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Response timescales and how complainants will be informed: The Company indicates that 'In the event that a report or consultation is received, the Compliance Promotion Committee Office carefully confirms the nature of the inquiry, determines an initial response, and coordinates with relevant departments as needed under the supervision of the Compliance Promotion Committee Chairperson while quickly confirming and investigating the facts of the incident and any relevant laws, regulations, and rules. If it is determined that a compliance violation has occurred, measures are implemented to correct or improve the issue and prevent recurrence, such as improving a business system or rule, or punishing the violator. Appropriate measures are also taken as required, even if it is determined that no compliance violation has taken place.' However, it is not clear the time it will take to address the complain and or how complaints will be informed of a possible decision. [CSR Compliance Governance, N/A: corporate.murata.com] <ul style="list-style-type: none"> • Not Met: Describe support (technical, financial, etc) available for equal access by complainants Score 2 <ul style="list-style-type: none"> • Not Met: Describe types of outcome to complainant through use of mechanism • 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 be escalated to more senior levels or a third party for resolution. [CSR Compliance Governance, N/A: corporate.murata.com] |
| C.5 | Prohibition of retaliation for raising complaints or concerns | 1 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Public statement prohibiting retaliation: The company state 'We have established channels that all employees can use for anonymous consultation both inside and outside the company; we implemented a system allowing the Compliance Promotion Office to take the appropriate response should incidents of harassment or violations of human rights occur. Retaliation against workers and other interested parties who have used this consultation service is prohibited.' In addition, 'Murata will not engage in discrimination, retaliation, harassment, or any other disadvantageous treatment on the basis of employee membership in a labor union, request for collective bargaining, participation in collective bargaining, or exercise by workers of the right to organize or the right to collective bargaining.' [CSR Compliance Governance, N/A: corporate.murata.com] <ul style="list-style-type: none"> • Met: Practical measures to prevent retaliation: The Company discloses a charter where it indicates that hotline also receives information anonymously. [Murata Value Report 2019, 2019: corporate.murata.com] Score 2 <ul style="list-style-type: none"> • Not Met: Company indicate it will not retaliate against workers/stakeholders • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders: 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, N/A: responsiblebusiness.org] |
| C.6 | Company involvement with state-based judicial and non-judicial | 0 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Complainants not asked to waive rights • Not Met: Company does not require confidentiality provisions Score 2 <ul style="list-style-type: none"> • Not Met: Will work with state based non judicial mechanisms • Not Met: Example of issue resolved (if applicable) |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | grievance mechanisms | | |
| C.7 | Remedying adverse impacts | 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 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. [CSR Compliance Governance, N/A: corporate.murata.com] • Not Met: Says how it would provide remedy for victims if no adverse impact identified: The company provide feedback to this indicator but information is not material <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Changes to systems, processes and practices to stop similar impact • Not Met: Describe approach to monitoring implementation of agreed remedy • Not Met: Approach to learning from incident to prevent future impacts |
| C.8 | Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned | 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: Number grievances filed, addressed or resolved and outcome achieved: The Company indicate on its feedback that 'During fiscal 2021, there were 82 incidents of harassment brought up anonymously by employees and temporary employees, with the Harassment Consultation Desk. Employees asked for advice on topics such as harassment, workplace concerns, and interpersonal relationships. All incidents were tackled and handled with the cooperation of related departments, after taking the wishes of the individual reporting the issue into consideration. There were no major incidents that could result in litigation.' However, no further information found on the number of human rights grievances filled or addressed and what was the outcome to the complainant [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] • Not Met: How lessons from mechanism improve management system <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Evaluation of the channel/mechanism and changes made as result • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders |

D. Performance: Company Human Rights Practices (25% of Total)

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| D.4.1.a | Living wage (in own production or manufacturing operations) | 1.5 | <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: Pays living wage or sets target date: The Company indicates ' With respect to the payment of wages pursuant to the preceding paragraph, in cases where minimum wages are specified by the laws and regulations of each country and region where Murata conduct business, Murata will ensure that wages exceed such minimum wages.' [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] • Met: Describes how living wage determined: The Company state on its human rights policy that 'we are working to go beyond the standards stipulated by law for working hours, holidays, rest periods, and minimum wage.' In addition, 'In consultation with labor unions and employee representatives, we pay the wages necessary to maintain a standard of living.' [2022 Human Rights and Labor Policies, N/A: corporate.murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Paying living wage: Although the company says that "we are working to go beyond the standards stipulated by law for working hours, holidays, rest periods, and minimum wage', it is unclear if it has achieved paying the living wage. • Met: Definition of living wage reviewed with unions: As above. [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] |
| D.4.1.b | Living wage (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: Discloses living wage requirements 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, N/A: murata.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Not Met: Improving living wage practices of suppliers Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of number affected by payment below living wage • Not Met: Provides 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 (purchasing practices): 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'. Furthermore, it indicates the ongoing organization of 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, N/A] & [Purchasing Policy, N/A: murata.com] • Not Met: Practices adopted to pay suppliers in line with agreed timeframes: Company provided feedback to this datapoint but information was not material. • Not Met: Review own operations to mitigate negative impact Score 2 <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Examples of how it assessed, addressed and change purchasing practices |
| D.4.3 | Mapping and disclosing 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: Identifies direct and indirect suppliers back to manufacturing sites (factories or fields): 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, N/A] Score 2 <ul style="list-style-type: none"> • Not Met: Discloses names and locations of significant parts of SP and why • Not Met: Discloses which direct or indirect suppliers is involved in higher-risk activities |
| D.4.4.a | Prohibition of 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 <ul style="list-style-type: none"> • 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. [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] • Met: Age verification of workers recruited: It points out that 'to abolish child labor, we have identification check during employment for preventions.' [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] Score 2 <ul style="list-style-type: none"> • Not Met: Remediation if children identified |
| D.4.4.b | Prohibition of child labour: Age verification and corrective actions (in the supply chain) | 0.5 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • 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 labour. Also, in its page 'Suppliers, the Company states: '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'. In addition, the company indicates that 'Murata will confirm employee ages using documents issued by public authorities to prevent situations contrary to the preceding three subclauses from occurring.' [Suppliers, N/A] & [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Not Met: How working with suppliers on child labour: The Company indicates 'Concerns about forced labor, child labor, and other human rights risks in the supply chain are increasing. As an initiative to reduce these human rights risks, at Murata we also ask suppliers to observe the "Murata Group Supply Chain CSR Procurement Guidelines" while also monitoring the state of compliance through a "CSR assessment" using a checklist and initiating corrections as needed. Moreover, regarding forced labor, child labor, and other human rights violations under harsh labor environments at small-scale mines, Murata actively promotes responsible mineral procurement activities and appropriately discloses information in response to customer demand.' However, not clear how the company is working with suppliers on child labour issues (Eg. training, webinars, etc) [Statement on the UK Modern Slavery Act, 01/2022: corporate.murata.com] Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of number affected by child labour in supply chain • Not Met: Analysis of trends in progress made |
| D.4.5.a | Prohibition of forced labour: Recruitment fees and costs (in own production or manufacturing operations) | 1 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Job seekers and workers do not pay recruitment fee: The company state '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.' [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] & [Statement on the UK Modern Slavery Act, 01/2022: corporate.murata.com] • Met: Commits to fully reimbursing if they have paid: As above Score 2 <ul style="list-style-type: none"> • Not Met: How practices are implemented and monitored for agencies, labour brokers or recruiters |
| D.4.5.b | Prohibition of forced labour: Recruitment fees and costs (in the supply chain) | 0.5 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • 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". [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] • Not Met: How working with suppliers on debt & fees: Company provided feedback but information not material Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by payment of recruitment fees • Not Met: Analysis of trends in progress made |
| D.4.5.c | Prohibition of forced labour: Wage practices (in own production or manufacturing operations) | 1 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Pays workers in full and on time: The company indicates that 'Murata shall present to employees pay statements in each employee's native language or a language that the employee understands, pay wages in accurately calculated amounts by the pay dates accurately specified and shall not make any improper deductions.' [Human Rights and Labor Policies, N/A: corporate.murata.com] & [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] • Met: Payslips show any legitimate deductions: Same as above [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] Score 2 <ul style="list-style-type: none"> • Not Met: How these practices are monitored for agencies, labour brokers or recruiters |
| D.4.5.d | Prohibition of forced labour: Wage practices (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: Requirement for suppliers to pay workers in full and on time in codes or contracts: The Company indicates ' Murata shall present to employees pay statements in each employee's native language or a language that the employee understands, pay wages in accurately calculated amounts by the pay dates accurately specified [...] and shall not make any improper deductions.' [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] • Not Met: How working with supply chain to pay workers regularly and on time Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by failure to pay directly • Not Met: Provides analysis of trends demonstrating progress |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| D.4.5.e | Prohibition of forced labour: Restrictions on workers (in own production or manufacturing operations) | 2 | <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: 'Employee personal identification document and work qualification documents issued by a public authority will be confirmed to the minimum extent necessary and by necessary means when concluding a labor agreement, and demands to deliver or entrust original documents to the employer shall not be made'. [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How these practices are monitored for agencies, labour brokers or recruiters: The Company states: 'from the perspective of preventing forced labor, we created and maintain management procedure documents that describe what should be taken into consideration and implemented in each process when hiring foreign workers from dispatch from their home countries, entering the receiving country, pre-labor and post appointment training, protection and management at the worksite, and return to home countries. Through these measures, we strive to ensure reliable compliance with the RBA Code of Conduct'. Additionally, the Company discloses: 'we request that recruitment agencies sign an agreement to comply with our CSR standards, the RBA Code of Conduct, and the JEITA Supply Chain CSR Deployment Guidebook in the same manner as suppliers. We also request that recruitment agencies set their recruitment fees to be paid by workers at zero as a general rule, and we conduct periodic surveys that cover slave labor and measure human trafficking risks.' [Human Rights and Labor Policies, N/A: corporate.murata.com] & [Statement on the UK Modern Slavery Act, 01/2022: corporate.murata.com] |
| D.4.5.f | Prohibition of forced labour: Restrictions on workers (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: 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, N/A: responsiblebusiness.org] • Not Met: How working with suppliers on free movement: 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. [Statement on the UK Modern Slavery Act, 11/2019: corporate.murata.com] & [Our Expectations of Suppliers, N/A: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by retaining docs or restricting movement • Not Met: Provides analysis of trends demonstrating progress |
| D.4.6.a | Freedom of association and collective bargaining (in own production or manufacturing operations) | 2 | <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 not to interfere with union rights / Steps to avoid intimidation or retaliation: The Company indicates: 'Murata will respect and will not infringe on employees' freedom of membership in labor unions and the right of collective bargaining by labor unions in accordance with internationally-recognized standards and the laws and regulations of each country and region where Murata conducts business. Murata will respect the operations of labor unions, engage in open collective bargaining based on mutual trust, and strive to resolve problems with labor unions through good-faith and constructive discussion, taking into account the labor practices of the relevant region. Murata will not engage in discrimination, retaliation, harassment, or any other disadvantageous treatment on the basis of employee membership in a labor union, request for collective bargaining, participation in collective bargaining, or exercise by workers of the right to organize or the right to collective bargaining.' In addition the company state 'the union participation rate of each union belonging to the Murata Manufacturing Group Labor Union Association is 81% (fiscal 2021).' [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] & [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Met: Discloses % total direct operations covered by collective CB agreements: As above. The union participation rate of each union belonging to the Murata Manufacturing Group Labor Union Association is 81% (fiscal 2021). Score 2 • Met: Meets both requirements under score 1 |
| D.4.6.b | Freedom of association and collective bargaining (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: 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'. [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] • 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, N/A: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by restrictions to FoA and CB in the SP • Not Met: Provides analysis of trends demonstrating progress |
| D.4.7.a | Health and safety: Fatalities, lost days, injury, occupational disease 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"> • Not Met: Describes process to identify H&S risks and impacts • Met: Injury Rate or Lost days or Near Miss disclosures for last reporting period: The company indicates that the frequency rate of workplace accidents for last reporting period was 0.35. [ESG data collection, 06/2022: corporate.murata.com] • Met: Discloses Fatalities for last reporting period: There were no serious work accidents either domestic or overseas in the last reporting period.' [ESG data collection, 06/2022: corporate.murata.com] • Not Met: Occupational disease rate for last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Met: Set targets for H&S performance: The company discloses 'Zero serious accidents resulting in death or residual disability and Annual work-related accident rate of no more than 2.10 per 1,000 people' as targets for FY2019 against Reduction of work-related accidents. [Targets and Results, N/A: corporate.murata.com] • Met: Met targets or explain why not or what is doing to improve management systems: On its website, the Company discloses that for the FY2019, 'There were no serious work accidents, either domestic or overseas. The yearly accident rate per 1,000 persons was 2.1, achieving the target (2.1 or less).' [Targets and Results, N/A: corporate.murata.com] |
| D.4.7.b | Health and safety: Fatalities, lost days, injury, occupational disease 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, N/A: responsiblebusiness.org] • Not Met: Injury rate disclosures and lost days (or near miss disclosures) for the last reporting period: Company provided feedback to this indicator, but evidence is not material. It is unclear what is related to supply chain. • Not Met: Fatalities disclosures for last reporting period • Not Met: Occupational disease rates for the last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How working with suppliers on H&S • Not Met: Assessment of the number affected by H&S issues in the SP • Not Met: Provide analysis of trends in progress made |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| D.4.8.a | Women's rights (in own production or 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: Process to stop harassment and violence against women: The Company indicates 'Starting in fiscal 2019, we have been using e-learning to provide all employees with training on basic policies related to human rights and labor, as well as harassment of women, sexual harassment, power harassment, SOGI(Sexual orientation & gender identity) harassment, and reporting. We also ask temporary staff and contract employees to participate, with the cooperation of each company. For supervisors and managers, we also provide management level education with more specialized content in conjunction with the education for all employees. Moreover we provide CSR related education, which includes human rights, to human resources representatives, procurement staff, and supervisors, according to their work duties. The curriculum also covers first response guidelines on what to do if harassment may have occurred at a workplace.' [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] • Not Met: Working conditions take account of gender: The Company indicates reduced working hours for childcare: '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'. Also: 'Murata shall not perform pregnancy tests or HIV tests for the purposes of hiring or continued employment'. However, it is not clear how the Company takes into account how different job posts can have different impact on women. [Employees, N/A] & [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] • Not Met: Measures and steps to address gender pay gap at all levels of employment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Provides analysis of trends demonstrating closing gender pay gap |
| 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. [Our Expectations of Suppliers, N/A: murata.com] & [RBA Code of Conduct 6.0, N/A: 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, N/A] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment on the number affected by discrimination or unsafe working conditions • Not Met: Provide analysis of trends in progress made |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| D.4.9.a | Working hours (in own production or 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: Respects max hours, min breaks and rest periods in its own operations: The Company indicates: 'Murata will properly comply with working conditions relating to working hours, days off and holidays, breaks, wages, and so on in accordance with the laws and regulations of each country and region where Murata conducts business pursuant to internationally-recognized standards.' (...) 'Murata shall establish reliable working time management systems, accurately record working time and days off in accordance with such systems, formulate rules for proper working time management, and conduct management to prevent deviation from those rules'. [Approach to Human Rights and Labor Policies, N/A: corporate.murata.com] • Not Met: Assesses ability to comply with its commitments when allocating work/targets: Company provided feedback but information is not material <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: How it implements and checks this in its operations |
| D.4.9.b | Working hours (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: Working hours in codes or contracts: The Company expects suppliers to comply with the RBA Code of Conduct, which indicates the 'Elimination of excessive overtime work'. 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'. In the Company's Supply Chain Guideline, it state 'Working hours are not to exceed the maximum set by local law'. However, no details found regarding standard weekly hours. [Supply Chain CSR Procurement Guideline, 11/2020: corporate.murata.com] & [RBA Code of Conduct 6.0, N/A: responsiblebusiness.org] • Not Met: How working with suppliers on working hours: As previous stated, 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, N/A: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by excessive working hours • 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: Due diligence in accordance with OECD Guidance 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, N/A: responsiblebusiness.org] & [Promoting 'Responsible Minerals Procurement' Update, N/A: murata.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Not Met: Works with smelters/refiners and suppliers to build capacity: 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, N/A: home.jeita.or.jp] & [Promoting 'Responsible Minerals Procurement' Update, N/A: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Contractual requirement to disclosure smelter/refiner information: 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". • Not Met: Contractual requirement covers all minerals |
| D.4.10.b | Responsible mineral sourcing: Risk identification and responses in mineral supply chain | 1.5 | <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: Risk identification and disclosure in line with OECD Guidance: The Company indicates 'In order to reduce the Annex II risks of human rights violations in CAHRAs, such as human rights violations for 3TG and cobalt in our products, Murata is committed to the following initiatives in compliance with the OECD Due Diligence Guidance.' [Murata and People: corporate.murata.com] • Met: Identification of smelter/refiners and OECD Guidance: 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, N/A: murata.com] & [Promoting 'Responsible Minerals Procurement' Update, N/A: murata.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Discloses smelters/refiners judged in line with OECD Guidance: The Company indicates 'To identify smelters/refiners in the supply chain, we conduct surveys based on industry standards (RMAP) for domestic and international suppliers.' In addition, the company indicate that 327 suppliers were in conformance with OECD guidance with a breakdown by minerals. [Murata and People: corporate.murata.com] • Not Met: Risk identification and disclosure covers all minerals |
| D.4.10.c | Reporting on responsible sourcing of minerals | 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. [Promoting 'Responsible Minerals Procurement' Update, N/A: 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. [Promoting 'Responsible Minerals Procurement' Update, N/A: murata.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Not Met: Disclose better risk prevention/mitigation over time: Company provided feedback but information is not material. Score 2 <ul style="list-style-type: none"> • Not Met: Suppliers and stakeholders engaged in risk management strategy • Not Met: Risk management and response processes cover all minerals |

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

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| E(1).0 | Serious allegation No 1 | | <ul style="list-style-type: none"> • Area: Child labour • Headline: Mica mineral suppliers of CRRC MA, Panasonic, and others accused of using child labourers in Madagascar • Story: On Monday, November 18, 2019, Dutch NGO Terre des Hommes released a report documenting the widespread use of child labor at mica mining sites in Madagascar. According to the human rights advocates at Terre des Hommes, at least 11,000 children between the ages of five and 17 are employed in quarrying and processing mica. Mining mica is dangerous work, with children complaining of aching muscles, headaches, dehydration, open sores, and respiratory problems, according to The Guardian. Mica is used in a range of common products, including cosmetics and paints, with 87 percent of the mineral mined in Madagascar shipped to China. According to Terre des Hommes, Murata is a client of Glory Mica which can be traced back to Madagascar mines. [NBC News, 18/11/2019, "Zone Rouge": An army of children toils in African mines": abcnews.com] [Terre des hommes, 14/11/19, "CHILD LABOUR IN MADAGASCAR'S MICA SECTOR": assets.documentcloud.org] [Africa Times, 20/11/19, "Report: Madagascar's mica mines rely on child labor": africatimes.com] [The Guardian, 21/11/19, "Children as young as five make up most of Madagascar's mica mining workforce": theguardian.com] |
| E(1).1 | The company has responded publicly to the allegation | 0 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Public response: The company has not publicly responded to the allegations. The company provided feedback for this indicator, but it was found irrelevant to the assessment. Score 2 <ul style="list-style-type: none"> • Not Met: Detailed response: The company has not publicly responded to the allegations. The company provided feedback for this indicator, but it was found irrelevant to the assessment. |
| E(1).2 | The company has investigated and taken appropriate action | 0 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Engaged with stakeholders: The company provided feedback for this indicator, but it was found irrelevant to the assessment. • Not Met: Identified cause Score 2 <ul style="list-style-type: none"> • Not Met: Identified and implemented improvements • Not Met: Stakeholder input to steps taken |
| E(1).3 | The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies) | 0 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Provided remedy • Not Met: Evidence for lack of Impact or link Score 2 <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders • Not Met: Remedy delivered • Not Met: Independent remedy process used |

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 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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As WBA, 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.

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