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**Nidec Corporation Revises Its “Nidec Group’s Basic Policy on Human Rights”**

Nidec Corporation (TSE: 6594; OTC US: NJDCY) (“Nidec”) today announced that it has revised the Nidec Group’s Basic Policy on Human Rights amid the current social landscape surrounding business and human rights, and after examining elements required for its human rights policy.

Realizing the importance of considerations to human rights in the global business environment, the Nidec Group designed its Basic Policy on Human Rights in 2021, and addressed diversifying human rights-related issues since then. The latest revisions to the policy are intended to document, among others, compliance with human rights-related international rules (the “Children’s Rights and Business Principles”), commitment to relief for victims, and dialogue and consultation with stakeholders, and to ensure the integration of the policy with the section on respect for human rights in the Nidec Group’s CSR Declaration on the Conduct. By complying with the Basic Policy on Human Rights, the Nidec Group stays committed to its approach to respecting human rights, and realizing a society where diverse human resources are respected and given opportunities to shine.

**Subjects of the Nidec Group’s Basic Policy on Human Rights**

<b>Policy</b>	<ul style="list-style-type: none"> <li>➤ Fundamental philosophy</li> <li>➤ Scope of application*</li> <li>➤ Action agenda for human rights</li> <li>➤ Specific action agenda</li> </ul>	<Specific action agenda>	
		1) Respect for human rights	8) Respect for diversity
		2) No forced labor	9) Freedom of association and collective bargaining rights
		3) No child labor	10) Education and training
		4) Proper wages	11) Information disclosure
		5) No harassment	12) Remedy and relief
		6) Securing safety and health in the workplace	13) Dialogue with our stakeholders
		7) Work hours and holidays/vacation	
<b>*Application</b>	<ul style="list-style-type: none"> <li>- The policy applies to all Nidec Group executives and employees.</li> <li>- The Nidec Group asks its business partners and suppliers to support and comply with this policy, and works with them to promote our approach to respecting human rights.</li> </ul>		

The Nidec Group’s Basic Policy on Human Rights (Revised parts are underlined.)

- **Fundamental philosophy**  
As a company that realizes the importance of consideration to human rights in a global business environment, Nidec supports “the UN Guiding Principles on Business and Human Rights,” “the UN Global Compact,” “the UN Universal Declaration of Human Rights,” “the ILO Declaration on Fundamental Principles and Rights at Work,” “Children’s Rights and Business Principles,” and other international guidelines, and promotes group-wide efforts on respecting human rights.
- **Scope of application**  
This Policy applies to all executives and regular employees that work for the Nidec Group. We urge our business partners and suppliers to support and comply with the Policy as well, to promote our efforts on respecting human rights in cooperation with them.
- **Action agenda for human rights**  
We respect each person’s human rights, and do not discriminate anyone for any reasons. We eliminate forced

and child labor, consistently abide by individual countries' and regions' labor-related laws and regulations and the spirit thereof, and aim to create a discrimination-free work environment where employees recognize each other's personality, and respect human rights.

<Specific action agenda>

1. Respect for human rights

We respect each person's human rights, and eliminate any and all kinds of discrimination based on race, nationality, ethnicity or national origin, color of the skin, gender difference, sexual orientation, gender identification, religion, job rank, age, disabilities, pregnancy, marriage history, political party affiliation, labor union membership, etc. In addition, we place importance on a vigorous and diverse working force, and eliminate discrimination in job recruitment, employment, and the workplace, to secure equal opportunity and fairness in employee treatment.

2. No forced labor

We employ all of our employees based on their free will, and do not force them to work against it. Likewise, in our supply chain, we do not tolerate the use of labor force from forced, bonded or slave labor, or human trafficking. In addition, we do not allow anyone to retain, damage, or confiscate any employee's passport, work permit, other identification certificates, or any other immigration documents, or to refuse reference to such documents by the employee him-/herself.

3. No child labor

We strictly observe local laws and international guidelines on child and young labor. We set our company's minimum working age to whichever is higher of the one stipulated in such laws, or the one mandated by the International Labour Organization ("ILO") (15 years old). In addition, we monitor our workplaces to ensure that no workers under age 18 are subject to dangerous, night-time, or overtime work.

4. Proper wages

We satisfy all legal requirements related to employee compensation, including minimum wage, overtime compensation, and statutory benefits. Furthermore, we seek to pay living wages that exceed those requirements. In addition, we do not conduct any illegal or improper disciplinary wage reduction, and, in a timely manner, notice a payment statement that accurately describes detailed information on the compensation for the labor provided by the employee.

5. No harassment

We prohibit, and launch measures to prevent, sexual, power, gender, maternity, childcare, nursing-care-leave, or any other form of harassment, nuisance, abuse, and all the other inhumane treatments against our employees, partner companies, and others.

6. Securing safety and health in the workplace

By working with the company and employees, we secure safety and health for our employees, and aim to create a work environment where they can fully demonstrate their abilities.

7. Work hours and holidays/vacation

We satisfy all legal requirements on overtime work hours and maximum work hours. In addition, we will implement corrective measures if any employee's weekly work hours, including overtime work hours, should exceed 60 hours chronically. Furthermore, unless otherwise required by local laws, we provide our employees with at least a day off every week, and other statutory annual paid days off.

8. Respect for diversity

We strive to create a work environment where our employees recognize each other's personality, and where diverse people can demonstrate their abilities through collaboration.

9. Freedom of association and collective bargaining rights

We respect our employees' rights to form or join a labor union freely, collecting bargaining rights, and rights to attend a peaceful assembly, while respecting their rights not to be involved in such activities as well. In addition, we ensure an environment where our employees or their representatives can exchange their opinions

with our company's management on working conditions and business operations without concern for discrimination, retaliation, intimidation, harassment, etc.

10. Education and training

We constantly hold education and training sessions on various domestic and overseas human rights issues to help all of our executives and regular employees understand this Policy, and entrench it in our group.

11. Information disclosure

We use our official website and other means to properly disclose information on the details and results of our activities on respecting human rights.

12. Remedy and relief

If it becomes clear that our business activity has incurred or encouraged any negative impact on human rights, we will strive to rectify the issue, while building a practical complaint-handling mechanism to enable an appropriate remedy.

13. Dialogue with our stakeholders

We talk and discuss with our various internal and external stakeholders to evolve our efforts based on this Policy.



Established: November 30, 2021

Revised: November 29, 2024

Mitsuya Kishida

Representative Director and President CEO (Chief Executive Officer)

Nidec Corporation

[Click here for the Nidec Group's approach to human rights and labor practices.](#)