

TECHNO ASSOCIE Group Human Rights Due Diligence 2024

At the TECHNO ASSOCIE Group, we have created a human rights due diligence (hereinafter referred to as “human rights DD”) implementation structure based on the UN Guiding Principles on Business and Human Rights and the Guidelines on Respecting Human Rights in Responsible Supply Chains from the Ministry of Economy, Trade and Industry. We have been implementing human rights DD since the 2022 fiscal year in order to respect those rights within our Group. An overview of this implementation is provided below.

Period

Japanese suppliers: from July to September 2024.

Overseas suppliers: from February to March 2025.

Target Companies

Suppliers of TECHNO ASSOCIE and its group companies in Japan and overseas.

Total 203 suppliers.

Survey Items and Content

On this occasion, we conducted an investigation focused on child labor, forced labor, and migrant labor.

- No fact of employing children (workers under 15 years old)
- No fact of forced labor (such as restriction on workers' behavior, debt bondage, or forced internal deposits)
- Compliance with internal rules regarding employment of migrant workers (internal rules such as no hiring fees, etc. to be borne by the worker, no passports, etc. to be kept by the company, employment contracts to be signed in a language which the worker understands, etc.)

Results

The investigation did not show any risk of child labor or forced labor. On the other hand, there were items that possibly required some correcting concerning migrant labor. However, through continual dialogue with the respective implementers of human rights DD, we will request them to urge efforts to resolve these risks, and then confirm the status of their response.

Future Actions

By continually implementing and strengthening efforts to respect human rights, we aim to build a responsible supply chain and make sustainable growth.