

# Kyocera Group Human Rights Policy

The Management Rationale of the Kyocera Group is "To provide opportunities for the material and intellectual growth of all our employees, and through our joint efforts, contribute to the advancement of society and humankind," and our corporate activity is designed to aid in the construction of a sustainable society. We understand that in the actualization of our Management Rationale, efforts and actions to actualize a fundamental respect for human rights are important throughout the entire value chain and that respecting the human rights of all of our stakeholders is absolutely essential.

To that end, the Kyocera Group supports the "Universal Declaration of Human Rights," the "ILO Declaration on Fundamental Principles and Rights at Work," the UN "Guiding Principles on Business and Human Rights," and "the ten principles of the UN Global Compact," and sets forth the "Kyocera Group Human Rights Policy" herein.

## <Scope>

This Policy applies to our entire value chain, including all business activities of the Kyocera Group. We also expect our business partners and suppliers to respect human rights as well.

## <Important human rights issues>

The Kyocera Group shall place particular importance on the following human rights issues, and shall pay particular attention to them in our efforts to promote human rights protection.

- Prohibiting forced labor:  
All labor at the Kyocera Group is voluntary. We shall never use forced, captive, or detention labor, involuntary or exploitative prison labor, or labor force powered by slavery or human trafficking.
- Prohibiting child labor and restricting labor for young workers:  
We shall not allow children under the age of 15 to work at our companies. We shall not allow workers not yet 18-years-of-age to engage in work that threatens their health or safety.

- Ensuring appropriate work conditions:  
Work hours shall never exceed the limits set in applicable local laws. Wages shall always be at or over the minimum wage and benefits set forth in law, etc., shall always be provided.
- Prohibiting harassment:  
We shall never engage in harsh and inhumane treatment towards workers, including the different types of harassment such as sexual harassment, sexual abuse, physical abuse, mental or physical suppression, or verbal abuse.
- Prohibiting discrimination:  
We shall never engage in unjust discriminatory treatment based on race, skin color, age, gender, sexual orientation, gender identity or gender expression, ethnic background or nationality, the presence or absence of disabilities, pregnancy, religion, political party affiliation, union membership, the presence or absence of military service experience, genetic information, marital history, or any other aspects set forth by law. In addition, we shall never conduct medical or physical examinations to be used for discriminatory purposes.
- Respecting freedom of association and the right to collective bargaining:  
In accordance with the laws and labor customs of each individual country, we shall respect the right to associate freely and the rights of workers engaged in activities.

#### <Conducting human rights due diligence>

- In order to actualize the goals of this Policy, we shall advance practices that respect human rights under the oversight responsibility of the management level.
- In order to comply with this Human Rights Policy, we shall construct and implement human rights due diligence frameworks using the UN "Guiding Principles on Business and Human Rights."
- We shall identify and evaluate adverse human rights impacts and remove or reduce the causes, provide remedy, and avoid contributing to the impacts.
- If adverse human rights impacts become evident, we shall engage in remedy and correction through the appropriate procedures.

- We shall continue to publically announce the progress of efforts based on this Policy.

Kyocera Corporation  
Hideo Tanimoto, President