

Initiatives towards Society

| Respect for the Human Rights of All

Mabuchi Motor advocates “Through our corporate activities we protect our planet’s ecosystem and the health of its inhabitants” in its Management Markers and “Be fair and just to others, and support and cooperate with fellow employees” in its Corporate Missions. On this basis, we respect the basic rights of our employees, including employees at our overseas facilities, and are actively working to create a workplace where every employee can play an active part in a healthy and safe manner.

We have also been a member of the United Nations Global Compact since 2021. We have declared our support for the Global Compact, a set of universal principles advocated by the United Nations in the four fields of human rights, labor, the environment, and anti-corruption, and are promoting initiatives in each field.



Mabuchi Motor Human Rights Policy

We have established the “Mabuchi Motor Human Rights Policy” as a guideline to further promote Group-wide efforts to respect human rights and fulfill our responsibilities.

In accordance with the Mabuchi Motor Human Rights Policy, we respect the fundamental human rights, diverse values, individuality, and privacy of all people affected by our business activities, and do not tolerate discriminatory language or behavior, acts of violence, power harassment, sexual harassment, bullying, or other acts that disregard the individuality of any person with regard to race, religion, gender, nationality, physical disability, age, or other factors. We do not tolerate forced labor or child labor, including slavery and human trafficking.

Important human rights issues

Mabuchi Motor considers the following human rights issues to be of particular importance and is working to address them.

- Prohibition of forced labor and child labor
- Prohibition of discrimination and inhumane treatment
- Ensuring proper working conditions
- Respect for freedom of association and the right to collective bargaining

Human Rights Due Diligence

We shall establish and continuously implement a human rights due diligence mechanism to fulfill its responsibility to respect human rights in accordance with the “United Nations Guiding Principles on Business and Human Rights.”

1.Evaluation of Human Rights Risks (Assessment)

To clarify the human rights risks in Mabuchi Motor's supply chain, we conducted a human rights risk assessment of our company and our suppliers with reference to international norms on human rights.

- Implementation Period: November 2023 - January 2024
- Scope: Mabuchi group and suppliers
- Description of implementation: Estimate the likelihood of occurrence of various human rights issues based on self-assessment of the status of understanding of laws and establishment of systems related to various human rights issues and identify priority items for risk mitigation efforts in light of the severity of each human rights issue.

2.Risk Mitigation

- Implementation Period: May 2024 – July 2024
- Scope: Companies (33 in total) that responded “No” when asked whether they have a system in place to report or consult when they become aware of risk information or experience actual violations.
- Actions Taken: After confirming the details, we requested the establishment of grievance mechanisms. We verified that all companies we approached to mitigate risks have either already established grievance mechanisms or have plans to do so.

3.Monitoring

We will continue to conduct assessment to human rights issues arise from our business activities.

4.Disclosing Information on Human Rights

We will continue to report our human rights initiative on our corporate website and in our Integrated Report.

Correction and Remediation

We will address through appropriate procedures when it becomes clear that our business activities have a negative impact on human rights. In addition, we have established a “Code of Ethics Hotline” for reporting and consultation on compliance issues, including human rights. The Code of Ethics Hotline is anonymous and confidential, and covers not only our employees but also some of our business partners.

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Promotion of Responsible Procurement

CSR Procurement Guidelines

We consider it important to share a common understanding of CSR with our suppliers, and have established “CSR Procurement Guidelines” in Japanese, English, and Chinese, which we widely disseminate to all suppliers to encourage their efforts in occupational safety, respect for human rights, and other areas throughout the supply chain.

Responsible mineral procurement

We do not procure parts or materials containing minerals related to the risks specified in the “Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict and High-Risk Areas, Annex II” (“OECD Guidance Annex II”) of the Organization for Economic Cooperation and Development (OECD), including serious human rights abuses, environmental destruction, corruption, and conflict in conflict and high-risk areas. In addition, we do not procure parts or materials containing minerals such as tin, tantalum, tungsten, gold, cobalt, mica, etc., that pose a risk as stipulated in the OECD Guidance Annex II.

We also cooperate with supply chain investigations, such as identifying the country of origin of minerals and smelters using internationally recognized tools such as the Conflict Minerals Reporting Template (CMRT) provided by Responsible Minerals Initiative (RMI). In the unlikely event that minerals are found to be complicit in conflict or involved in gross human rights abuses, we take corrective action. From a humanitarian point of view, we will continue to work closely with our suppliers and further improve the transparency of our supply chain to ensure that we continue to procure minerals that do not benefit groups that violate human rights.

Promoting green procurement

In procurement activities today, engaging in your company’s environmental conservation activities is not sufficient for the development of products with low environmental impact during the product lifecycle from the collection of raw material resources to the manufacturing, processing, logistics, sale, consumption, use, disposal and recycling of the product. Therefore we evaluate suppliers’ environmental initiatives and cooperate with the suppliers in the reduction of environmental impact and the avoiding of environmental risks. We ask our suppliers to implement green procurement activities and fill in and submit an environmental activity survey sheet and documents guaranteeing that their raw materials and parts do not contain environmentally banned substances. We also actively conduct environmental audits to check suppliers’ use and storage of environmentally hazardous substances. In addition, all materials used by the Mabuchi Group are regularly analyzed and surveyed to ensure that they do not contain environmentally banned substances.

Health and Safety, Health and Productivity Management

Advocating “Through our corporate activities we protect our planet’s ecosystem and the health of its inhabitants” in its Management Markers and positioning “Ensuring the health and safety of employees” as a materiality, Mabuchi Motor is working on measures to prevent occupational injuries and to improve the working environment in offices and factories.

Initiatives for mental and physical health

We believe that the mental and physical well-being of our employees, enabling them to work actively and vibrantly, forms the foundation of social life and contributes to enhancing corporate vitality. Based on this belief, we respect the fundamental rights of employees, including those at our overseas locations, and actively strive to create a workplace where every employee can work healthily and securely. In October 2021, we made a “Health Management Declaration,” under which we support the promotion of employee health and further advance our health management initiatives.



Mabuchi Motor’s Health and Productivity Management Declaration

Mabuchi Motor has stated in its Management Markers, “Through our corporate activities we protect our planet’s ecosystem and the health of its inhabitants.” In practice, this means being ever watchful to avoid activities that cause pollution and associated health hazards. It also means managing effectively to ensure that our employees, our most important business resources, enjoy good health. Promoting health and wellbeing is an important part of helping each and every one of our employees to reach their full potential personally and professionally. For this reason, we provide a safe, comfortable and health-oriented workplace by actively maintaining and improving the health of our employees.

► The promotion structure of health and productivity management and major KPIs are [here](#).

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Social Contribution and Educational Support

We contribute to the development of society by extending a range of support to local communities and international society. This effort is in line with our Management Principle "Contributing to International Society and Continuously Increasing Our Contribution." As one such activity, we provide educational support to the students and young people who represent our future, to help them grow up surrounded by the joy of science and manufacturing. In addition, we continue to implement community-based environmental protection and social welfare activities.

Continuous robot contest support

Aspiring to help to foster future engineers and develop science and technology, we have been co-sponsoring the National Technical College Robot Contest and the ABU Robot Contest since 2002 and the College Robot Contest since 2004, providing motors and funds to operate the contests. Moreover, with the aspiration that motor knowledge leads to better manufacturing, we are working to support the training of young engineers through robot contests, including motor exhibits and explanations by technical employees at the convention.



Sponsorship of the "KOSEN GIRLS SDGs × Technology Contest" to promote women's empowerment

Since 2023, we have been sponsoring the "KOSEN GIRLS SDGs × Technology Contest" (KOSEN GCON). This contest is aimed at teams primarily composed of female students from national colleges of technology across Japan. It encourages participants to consider how their daily research and studies can contribute to solving various social issues from the perspective of the SDGs, fostering their growth as future researchers and engineers. Going forward, we will continue to support the realization of a society where women can thrive and nurture children's interest in science and manufacturing through various sponsorship activities.



Craft classes and visiting classes

Our company carries on the vision of our founder, Kenichi MABUCHI, who believed that "to build the future of Japan, we must promote science education." Inspired by this belief, he developed school motors for educational materials. We continue to engage in educational support activities to honor and advance this legacy.

At the Headquarters, we annually host the "Summer Motor Craft Workshop" for elementary school students in Matsudo City and Inzai City, where the Headquarters and research facilities are located. Since 2021, the workshop has been held online. In 2024, we achieved a record-high participation of over 440 families. Additionally, we conduct outreach lessons every year for elementary schools in Matsudo City, where we explain the mechanisms of motors to children.



Holding Motor Classes in Japan and Overseas

Currently, we have set "Providing opportunities to deepen interest in science to children who are the next generation" as one of our sustainability targets. As part of our Management Plan 2030, we have established the number of participants in activities such as craft workshops and outreach lessons as a non-financial indicator. We are expanding the scope of our educational support activities across the entire Mabuchi Group, including not only the Headquarters but also our overseas bases.

In 2024, we held "Motor classes and Craft Workshops" for children at the Headquarters and 11 overseas production bases, with employees serving as instructors. The total number of participating children reached 1,399. Each location designed unique and creative motor classes and workshops, and feedback from the children included comments such as, "It was fun and educational to learn how motors work." For the participating employees, it also became an opportunity to reaffirm their pride in working for a company that actively contributes to local communities.

