

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

Promotion of Responsible Procurement

► CSR Procurement Guidelines formulated

With each passing year, customers are becoming increasingly interested in the entire supply chain where products and services are produced. We therefore established the “Mabuchi Motor CSR Procurement Guidelines” in February 2022 based on our belief that it is necessary to have a common understanding of CSR with our suppliers and to cooperate with them in this endeavor. The Guidelines are available in Japanese, English and Chinese and are disseminated to all suppliers to promote initiatives such as occupational safety and respect for human rights 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” 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 (“OECD Guidance Annex II”). 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.

Initiatives towards Society

Labor, Safety and Health

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

At the Headquarters, we have been conducting mental health surveys for more than 20 years, setting up in-house counselors and holding “mental health seminars.” Regarding measures to prevent the spread of COVID-19, we are continuing to take measures to prevent infection, such as sharing information on our intranet for everyone to see and providing disinfectants and disinfectant wipes for work spaces on each floor.

At the Headquarters, we have also nominated a “Health Promotion Day” and are implementing the following activities to prevent and improve employees’ lifestyle-related diseases.

- Get sufficient rest, both physically and mentally
- Improve your eating habits with a well-balanced diet
- Improve your health, starting from walking
- Promote good habits, such as non-smoking days and non-drinking days, etc.

We believe that keeping the mind and body of employees healthy and working vigorously is the basis of social life and enhances corporate vitality. Based on this belief, we are pursuing initiatives that help to maintain and promote employee health by establishing “Mabuchi Motor’s Health and Productivity Management Declaration.”

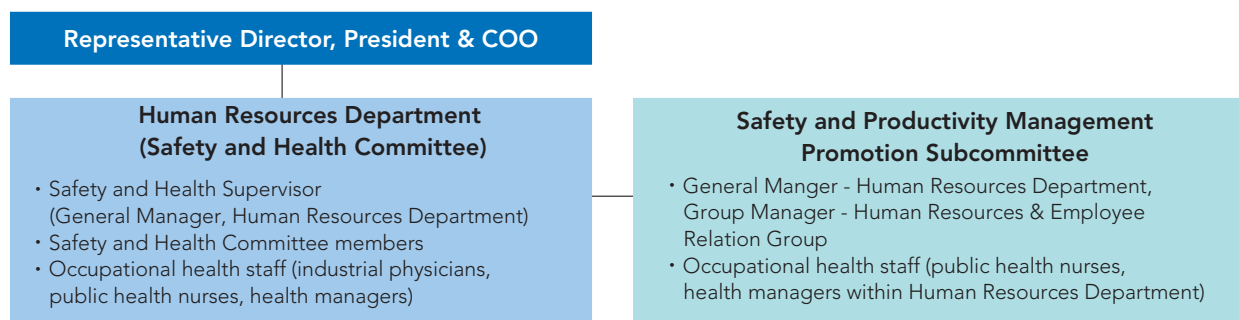
Mabuchi Motor’s Health and Productivity Management Declaration

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.

▶ Structure for promoting Health and Productivity Management

The Safety and Health Committee at the Headquarters also has a role in promoting Health and Productivity Management, which it promotes in conjunction with safety.

Structure for promoting Health and Productivity Management



Health and Productivity Management KPIs

KPI	Unit	2018	2019	2020	2021	2022
Percentage of employees who receive regular health checkups	%	95.8	96.9	97.6	100	100
Percentage of employees who receive stress checks	%	97.7	97.0	92.5	98.9	99.4
Percentage of employees who smoke	%	17.6	15.7	13.7	13.8	14.3
Annual paid leave acquisition rate	%	71.7	77.5	73.1	77.0	85.9
Average number of days taken annual paid leave	Day	14.3	15.5	14.6	15.4	17.2
Average monthly overtime hours	Hour	25.6	18.5	12.5	10.3	17.6
Percentage of spouses taking leave at the time of childbirth	%	87.5	100	88.5	91.7	80

Certified as “2023 Health & Productivity Management Outstanding Organization (Large Enterprise Category)”

Mabuchi Motor has been certified under “2023 Certified Health & Productivity Management Outstanding Organizations Recognition Program (Large Enterprise Category)” by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi for the fourth consecutive year. The Certified Health & Productivity Management Organization Recognition Program honors large-scale and small- and medium-scale enterprises that are conducting particularly excellent health management based on the initiatives for regional health problems and the health promotion initiatives noted by Nippon Kenko Kaigi.



For our employees, our most important business resources, to reach their full potential personally and professionally, we provide a safe, comfortable and health-oriented workplace by actively maintaining and improving the health of our employees.

Educational Support Activities

Mabuchi Motor contributes 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, by setting “Encouraging an interest in science and manufacturing in the next generation” as one of the key sustainability issues, 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.

▶ Co-sponsoring robot contests

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. To date, we have provided more than 30,000 motors to support the robot contests.



▶ Summer classes and delivery classes for kids

Every year, we hold “Summer classes for kids” for children (4th to 6th grade) and their parents who live in Matsudo City, where our Headquarters is located, so that many children can experience the joy of manufacturing. In 2022, as in the previous year, we help the program in an online format, with participants watching a video posted on the website and trying their hand at making crafts. More than 300 pairs participated. In addition, we are continuing activities to convey the joy of “science” and “manufacturing” to children even during COVID-19 pandemic, through measures such as conducting online classes for elementary schools in Matsudo City.

