

Human Rights and Labor Conditions Survey for JMDM Suppliers

OSurvey Overview

This survey was conducted to identify and assess human rights risks associated with our two major suppliers, which together account for approximately 75% of our annual procurement volume.

OSurvey Period

August 1, 2025 – August 29, 2025

OSurvey Items and Content

Based on the four fundamental principles of the ILO Declaration on Fundamental Principles and Rights at Work, we verified the following items

Evaluation Results

The two major suppliers demonstrate a high level of awareness regarding human rights and labor issues, with proactive initiatives observed as follows

▶ Human Rights Policy and Governance

Both major suppliers have formulated human rights policies, conducted training, and established internal whistleblowing systems. These measures ensure that policies are well-communicated to employees and that a robust response system is in place should any issues arise.

▶ Labor Practices and Prohibition of Discrimination in Employment

The two major suppliers have established policies and systems to prohibit child labor, forced labor, and discrimination against workers, thereby enhancing the reliability of the entire supply chain.

▶ Recognition and Respect for Freedom of Association and the Right to Collective Bargaining

Regardless of the presence of a labor union, both suppliers maintain active labor-management dialogue. They provide opportunities for employees to freely express their opinions and engage in constructive discussions with the company.

▶ Occupational Health and Safety

In addition to conducting mandatory periodic health checkups, both suppliers appropriately manage and maintain the physical and mental health of their employees through stress checks and interviews with those working long hours.

▶ Management of Foreign Workers

It was confirmed that one of the major suppliers had previously hosted foreign technical interns without any reported incidents. The company had established appropriate employment management and support systems for the interns.