

Fuji Electric's efforts to respect human rights

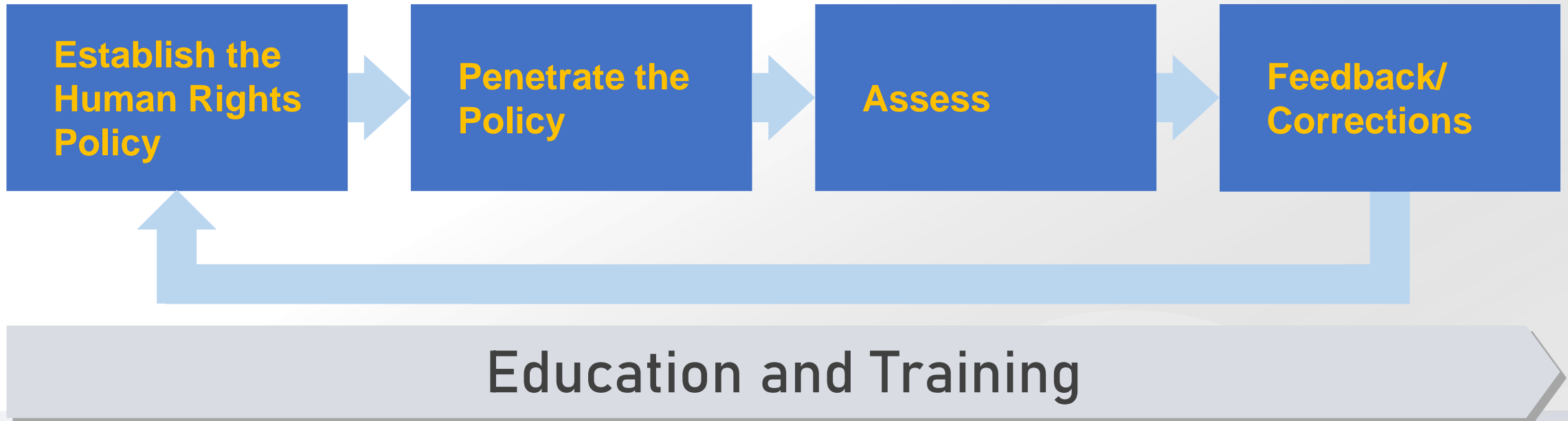


Fuji Electric Code of Conduct

We have formulated the Fuji Electric Code of Conduct to provide action guidelines for our company and employees. It clearly states that every employee will act according to high ethical standards, while understanding and complying with relevant laws and regulations, international rules, and the spirit of such rules, both in Japan and overseas, to realize the Corporate Philosophy and fulfill our social responsibilities.

First and foremost, the Code of Conduct states: “Respect and value all people”. This means that all employees must respect human rights in building relationships with all people involved in our corporate activities.

Human Rights Due Diligence



Under this policy, we will promote the establishment of a sustainable corporate culture that does not violate human rights and is not complicit in human rights violations, based on the United Nations Guiding Principles on Business and Human Rights. In particular, we will conduct human rights due diligence to recognize, prevent, and deal with adverse human rights harm.

Fuji Electric Policy for Human Rights of the Employees

We have also formulated the Fuji Electric Policy for Human Rights of the Employees, for all our employees in Japan and overseas, to clearly inform them of the explicit policy and promote initiatives for respecting human rights.



Fuji Electric CSR Procurement Guidelines



In terms of our efforts to respect human rights in the supply chain, we have compiled Corporate Social Responsibility (CSR)-related requirements in the Fuji Electric CSR Procurement Guidelines, which call for the cooperation and compliance of our business partners. In addition, we conduct CSR self-assessments with our business partners to investigate how the supply chain is engaged in taking CSR initiatives, and ensure that their efforts to respect human rights are not impaired.

We believe that avoiding serious problems regarding human rights, the environment, etc., through our CSR, is itself a critical value that we must provide to our customers, along with the quality and functionality of our products.

The company's efforts to respect human rights, throughout the supply chain as well, are a critical foundation of our business activities; thus we will continue to make these efforts as an essential responsibility.