

27 May 2021

Ms. Beatriz Balbin
Chief
Special Procedures Branch
Office of the High Commissioner for Human Rights (OHCHR)
Palais des Nations
1211 Geneva 10
Switzerland

REFERENCE:
AL OTH 119/2021

Dear Ms. Beatriz Balbin,

Thank you for your letter (Ref: AL OTH 119/2021) dated 12 March 2021 to Hideo Tanimoto, President and Representative Director of Kyocera Corporation, and for reaching out to us. In response to your inquiries, I am glad to send this response on his behalf. We truly respect and appreciate the role of OHCHR as well as value our dialogue. Kyocera is committed to upholding the UN 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.

Please find attached our response to your questions from pages 2 to 5. We hope these adequately show where we stand concerning global human rights.

Yours Sincerely,



Takashi Sato
Director, Managing Executive Officer
General Manager of Corporate General Affairs Human Resources Group
Kyocera Corporation
Head Office
6 Takeda Tobadono-cho, Fushimi-ku, Kyoto 612-8501
Japan

1. Please provide any additional information and/or comment(s) you may have on the above-mentioned allegations. .

Aside from compliance with the laws of individual countries, the Kyocera Group implements measures in accordance with the United Nation's Universal Declaration of Human Rights, the Fundamental Human Rights Convention by the International Labor Organization (ILO), and other international conventions. The Kyocera Group has joined the United Nations Global Compact, a global platform setting out ten fundamental principles relating to human rights, labor, the environment, and the prevention of corruption, out of agreement with the main purport of the Compact.

Our company recognizes that it is essential to respect the human rights of all of our stakeholders in its corporate activities in a way that aims to help construct a sustainable society, and we prohibit forced labor in any way. Kyocera has established the "[Kyocera Group Human Rights Policy](#)" and applies it 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, including the prohibition of forced and child labor, and we conduct all of our business operations in accordance with this policy (link below).

[Kyocera Group Human Rights Policy](#)

https://global.kyocera.com/sustainability/social/human_rights.html

2. Please provide information as to whether your company has undertaken human rights due diligence steps, as set out in the United Nations Guiding Principles on Business and Human Rights, to identify, prevent, mitigate, and account for human rights abuses caused by or contributed to through your own activities, or directly linked to your operations, products or services by your business relationships. This includes the exercise of adequate oversight and human rights due diligence across your supply chains in order to prevent and mitigate impact on the enjoyment of human rights of Uyghur and other minority workers, including their right to freedom of movement and protection from forced labor, trafficking in persons and other contemporary forms of slavery.

Last October, the Japanese government formulated an action plan to enhance respecting human rights in corporate activities. We recognize that the introduction of human rights due diligence is expected based on international standards, such as the United Nations' "Guiding Principles on Business and Human Rights."

As mentioned in #1, we established the "[Kyocera Group Human Rights Policy](#)" last November, in which it clearly states that the framework of human rights due diligence should be constructed and implemented using the UN Guiding Principles on Business and Human Rights. We are currently considering its implementation.

(Appropriate monitoring throughout the entire supply chain is mentioned in Section #3 & 4)

3. Please explain what monitoring and evaluation systems your company has in place to ensure the effectiveness of human rights due diligence steps taken to mitigate and prevent human rights abuses, including forced labor, trafficking in persons other contemporary forms of slavery as described in this letter and other related human rights violations, throughout your business operations. In particular, please provide information on whether your company has put in place "cascading" requirements that reach down to your suppliers, such as human rights risk assessments that would cover all tiers of suppliers as recommended in the 2018 report of the Working Group to the General Assembly.
4. Please explain what measures have been adopted to ensure that staff of your company as well as your business partners have adequate awareness, knowledge and tools to identify and report human rights abuses, including those alleged in the present letter, throughout your operations.

We understand that #3 & 4 are questions relating to the kind of monitoring and evaluation system we have in place with our business partners, including suppliers, as well as relevant efforts we make with our employees. Our answers are shown below.

[Efforts with our suppliers]

As a specific measure to ensure that our suppliers understand how the company tackles these issues, we established the "[Kyocera Supply Chain CSR Procurement Guideline](#)" in 2008 and share it with suppliers in Japan and overseas. Based on the above guideline, Kyocera conducts surveys on our suppliers' CSR activities, the results of which are available on our website. Based on the results of surveys on items such as human rights, labor rights, environmental conservation, health & safety, fair trade, ethics, quality, safety, business continuity plans, and information security, Kyocera requests suppliers to work more proactively on CSR activities when their activities are found to be insufficient. We have also established a system to report ethical issues anonymously, and we will continue the dialogue through briefings and other means.

[Supply Chain Management](#)

<https://global.kyocera.com/sustainability/social/supplier.html>

[Kyocera Supply Chain CSR Procurement Guideline](#)

https://global.kyocera.com/sustainability/social/pdf/csr_guide_20.pdf

[Efforts with Employees]

All employees of our group companies share the "Kyocera Philosophy," an approach that aims to realize our Management Rationale which states, "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." The Kyocera Philosophy is not only a management philosophy but a life philosophy that

incorporates Kyocera's founder's management experiences and provides guidelines in accordance with fundamental human ethics, moral values, and social norms based on the core principle of "what is right as a human being" to encourage management that is always fair and upstanding. Kyocera provides opportunities for all our employees to learn the Kyocera Philosophy on a global basis in accordance with the policy set up and confirmed by the Kyocera Group Philosophy Committee. In addition, our company has established the "[Kyocera Group CSR Guidelines](#)," which applies to all executive officers and employees as a standard of corporate conduct. It stipulates the prohibition of forced and child labor and requires all stakeholders to understand our CSR activities and encourage cooperation.

[Management Philosophy](#)

<https://global.kyocera.com/sustainability/roots/index.html>

[Kyocera Group CSR Guidelines](#)

https://global.kyocera.com/sustainability/kyocera_group/csr.html

5. Please explain what concrete steps have been taken by your company to exercise leverage, in line with the UN Guiding Principles, in your business relationships to prevent and mitigate human rights abuses committed by businesses employing workers belonging to Uyghur and other minorities.

At present, we have not confirmed that materials have been procured related to forced labor of Uyghurs. However, we will continue to request corrective measures if facts pertaining to human rights abuses are found, and if it is still difficult to correct them, we will consider appropriate measures, such as suspending the purchase of applicable products.

6. Please provide information on whether your company has reported any such alleged human rights abuses in the present letter to relevant authorities, including in countries where your company is incorporated or domiciled. Moreover, what steps has your company taken, or is considering to take, to avoid potential complicity in such alleged business related human rights abuses?

At this time, we have not confirmed transactions related to forced labor and have not reported them. Regarding measures to avoid possible involvement in human rights abuses, please refer to our responses shown above in # 3, 4, and 5.

7. Please advise how your company provides for, or cooperates in the remediation of adverse impact on human rights of Uyghur and other minority workers through legitimate processes if it has caused or contributed to such impact. This may include establishing or participating in effective operational-level grievance mechanisms. Please provide specific information about any procedures in place to ensure participation of workers and their representatives in the establishment and operationalization of such mechanisms.

We have established a consultation desk for employees to handle grievance and have a system that allows any employees to consult with the desk confidentially. We have also set up a customer service center for general public to use. In addition, a special channel for employees or related parties of our business partners to use is available when they are aware that our employees' or our clients' conduct is against the law or the "[Kyocera Supply Chain CSR Procurement Guideline](#)." In any case, the company will give due consideration to the privacy of whistleblowers and handle information so as not to cause any disadvantage to them, promptly confirm the facts, and take strict measures.

8. Please provide information, if any, on cooperation your company may have had with local civil society actors and/or relevant state authorities to ensure that your company's grievance mechanism are aligned with the national mechanism to address such business related human rights violations.

At this time, there is no information on cooperation with the relevant authorities.