

OMRON



**FY2023
Norwegian Transparency Act
Report**

June 2024

Norwegian Transparency Act statement

This report describes actions to respect fundamental human rights and decent working conditions in our business and our supply chains over fiscal year 2023, applicable to our business in Norway. In order to comply with Section 5 of the Norwegian Transparency Act, OMRON ELECTRONICS NORWAY A/S has adopted the OMRON Human Rights Policy and the OMRON Group Modern Slavery Act Statement.

This statement concerns the value chain of OMRON ELECTRONICS NORWAY A/S, part of the OMRON Group, and asserts our responsibility to respect the human rights of all people involved.

Signed by the directors of OMRON ELECTRONICS NORWAY A/S as follows:

Name: Erik Tordhol

Title: Chairman

Date:

Signature:

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Erik Tordhol
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Name: Vincent King

Title: Director

Date:

Signature:

DocuSigned by:
Vincent King
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Name: Preben Olsen

Title: Director

Date:

Signature:

DocuSigned by:
Preben Olsen
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1 The OMRON Group and our area of operations



[OMRON Corporation](#) and its 163 companies (jointly, the “OMRON Group”, “OMRON”, and “we”) employ approximately 28,000 employees worldwide. Established in 1933, we are working to provide products and services in more than 130 countries, contributing to the creation of a better society. As a leading automation company with our core competences in Sensing & Control + Think technology OMRON is engaged in a wide range of businesses including industrial automation, healthcare, social systems, device & module solutions and data solutions.

Further details regarding the OMRON Group and our business are available on the OMRON Global website: <https://www.omron.com/global/en/about/corporate/outline/>

In addition to this document, further information on our actions to respect fundamental human rights and decent working conditions in our business and supply chains can be found at our global website:

- [OMRON Principles](#)
- [OMRON Integrated Report](#)
- [Social | Social | Sustainability | About OMRON | OMRON Global](#)
- [Social | Sustainability Data | Sustainability | About OMRON | OMRON Global](#)
- [External Evaluation | External Evaluation | Sustainability | About OMRON | OMRON Global](#)

2 Our Guidelines

The OMRON Philosophy

OMRON’s founder Kazuma Tateisi considered the responsibility that corporations carry towards society as fundamental to the management of OMRON since its formal foundation under its current name in 1950. He strongly believed that OMRON should not only pursue profit, but also act as a responsible corporate citizen by serving the society in which it operates.

The OMRON Principles

The mission of the OMRON Group is “To improve lives and contribute to a better society”, as described in the OMRON Principles that we apply to our day-to-day business, by living the following values:

- Innovation driven by social needs
Be a pioneer in creating inspired solutions for the future
- Challenging ourselves
Pursue new challenges with passion and courage
- Respect for All
Act with integrity and encourage everyone's potential



The OMRON Vision

In 2022 OMRON announced its long-term vision for fiscal year 2030. Named “Shaping the Future 2030” (SF2030), this vision is an extension of the OMRON Principles-based management philosophy. It underscores our desire to shape a sustainable society through continuous creation of both social and corporate value via integration of business growth and sustainability.



We made a key commitment and decided, as a group, to strengthen and prioritise our sustainability initiatives when it comes to respecting human rights on a global scale. Flowing directly from that commitment, we established the OMRON Human Rights Policy in March 2022. This policy is applicable to the whole OMRON Group, including OMRON Norway.

OMRON respects human rights as those expressed in the International Bill of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. OMRON Corporation has also signed the United Nations Global Compact and upholds the 10 Principles of the United Nations Global Compact.

3 Our values reflected in our policies

Human Rights Policy

In the [OMRON Human Rights Policy](#), we re-affirm our stance to fulfil our corporate responsibility in respecting human rights in accordance with the OMRON Principles, and to ensure that our management practices and actions are always in line with those of the international community.

In addition, we emphasize that the OMRON Group does not tolerate any discrimination, acts that hurt the dignity of an individual, harassment, nor any unreasonable treatment of others on the basis of their national origin, citizenship, colour, race, belief, religion, ancestry, marital status, gender, disabilities, age, sexual orientation, gender identification, place of birth, social status, or any other basis prohibited by local law.

We also repeat our pledge and commitment to not tolerate any forced labour or child labour including slavery and human trafficking, and our continuous goal to create and maintain a safe and healthy working environment where OMRON employees and other persons can fully demonstrate their abilities.

The OMRON Human Rights Policy applies to all executives and employees of OMRON. It allows us to ensure respect towards the human rights of all stakeholders involved in the OMRON Group value chain. We also expect all business partners of the OMRON Group, including suppliers and distributors, to understand and support the content of the Human Rights Policy. We will continue working to ensure that the OMRON Human Rights Policy is respected.

OMRON Group Modern Slavery Act Statement

OMRON strives to ensure that no infringement of human rights takes place in any part of our business and supply chains and that we do not have a hand in any other party's infringement of human rights. While doing so, we recognise that slavery and human trafficking are major global issues, and that modern slavery could occur in business in the form of forced labour or child labour.

Every year, OMRON issues the "OMRON Group Modern Slavery Act Statement". The statement describes our determination to further strengthen our commitment to preventing child labour and forced labour, while furthermore listing the measures we are taking to prevent modern slavery and human trafficking in any part of our business and supply chains.

The OMRON Group Modern Slavery Act Statement is under the responsibility of the Board of the Directors of OMRON Corporation and has been approved by a board member given the authority by the Board.

Human Rights Due Diligence

The OMRON Group conducts Human Rights Due Diligence in line with the UN Guiding Principles on Business and Human Rights Due Diligence process for identifying, acting on, and preventing human abuses resulting from business operations and in compliance with the Norwegian Transparency Act.

We assess the impacts that our activities have on human rights and commit to avoid or mitigate any adverse impacts identified. In addition, we strive to use our leverage in the impact of our business relationships on human rights that are directly linked to the operations, products or services of the OMRON Group.

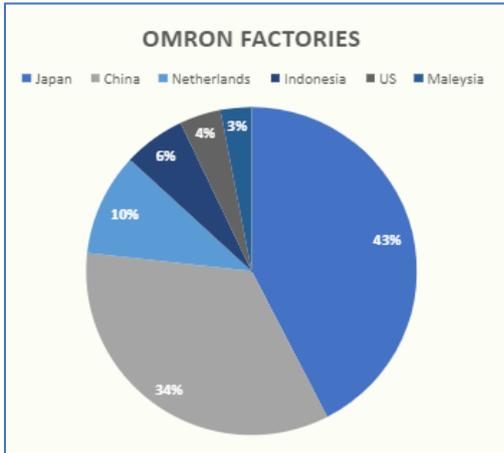
Should it become apparent that we have caused or have contributed to adverse impacts on human rights through any of our business activities, we will provide for remediation through appropriate processes, consultation and communication with various internal and external stakeholders. We will also, as may be appropriate, disclose results from and progress of any human rights due diligence we carry out. When doing so, we will exercise the utmost care for the affected stakeholders and our trade secrets.

4 Human Rights Risk assessment in Norway



Products sold in Norway can either be produced in OMRON factories (79% of the total products sold) or supplied to OMRON by our trusted third-party automation manufacturing partners (21% of the products sold).

Within our operations

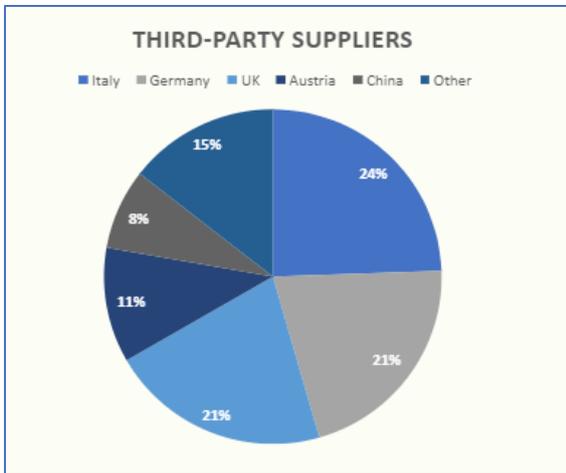


Goods sold in Norway in fiscal year 2023 originate from OMRON factories in Japan, China, The Netherlands, Indonesia and Malaysia. At OMRON factories, we conduct surveys and assessments of the status of global production sites using the RBA Self-Assessment Questionnaire (SAQ) and other self-assessment tools.

Internally, we conducted human rights risk analysis at all OMRON Group production sites in Japan, China, Asia Pacific, United States of America, and European countries, using the Self-Assessment Questionnaire (SAQ) from the RBA, and took corrective measures as

necessary. Of these sites, the Malaysian factory underwent an audit with the RBA Validated Assessment Program (RBA-VAP), receiving an assessment from a third-party auditor. We are currently taking corrective measures regarding human rights and labour practices indicated by the auditors.

Within our supply chain



On the left more information is shown regarding which countries are in scope from a supply chain perspective. For both categories, we take the appropriate action to ensure human rights are respected.

Product-related suppliers

To avoid the risk of infringing upon human rights, we implement a periodic review of our suppliers. Specifically, we conduct a survey by distributing self-assessment sheets. With these, suppliers can confirm their compliance with the “[OMRON Group Sustainable Procurement Guidelines](#)”, including

observance of human rights and fair labour practices and answer questions regarding human rights.

The results of that questionnaire must be 70% minimum, which means that more than 23 questions need to be answered with ‘yes’ (e.g. do you have a human rights policy in place), and the 2 critical questions are answered with yes:

- (1) no child labour
- (2) at least one day off per week.



Based on the results of the survey, we request that suppliers make improvements as necessary. We conduct assessments for critical suppliers every year and at least once every three years for other suppliers.

In fiscal year 2023, we reached out to 43 suppliers. In total 39 (91%, who represent 97% of the business) of the suppliers agreed with our sustainable procurement guidelines and achieved a minimum of 70% score. At the time of publishing this statement, we are awaiting input from 2 suppliers who represent the remaining 3% of the business.

Service-related suppliers

There are 4 suppliers who offer services on OMRON premises in Norway.

Two suppliers reviewed OMRON's procurement guidelines and accepted and signed OMRON's supplier code of conduct agreement.

Two suppliers requested OMRON to review their guidelines and agree to those. This review is ongoing.

5 Human Rights Risk measures

Within our operations

Whistle-blower hotlines

For OMRON Group employees (including temporary and contingent workers), a whistle-blower system is available at each OMRON Group company (or each region). With this system, such persons can easily blow the whistle on actual or potential human rights violations or seek advice in a confidential manner on a topic of concern. This can also be done anonymously if desired and allowed under local law. Reported matters are subject to confidential investigation and whistle-blowers are strictly protected from any detrimental treatment. Moreover, reported issues are subject to a fair and neutral fact investigation and treated appropriately.

Employee training

With the aim of promoting fairness, integrity, and honesty in business practices, OMRON specified October of each year as "Corporate Ethics Month". During October 2023, messages from top executives regarding business ethics were delivered to employees and executives of the OMRON Group. These messages are delivered in different languages. Furthermore, OMRON organised live webinars on Human Rights and Business Ethics topics.

In addition to raising awareness as indicated above, all employees completed eLearnings on the topics of Ethical Conduct and Human Rights in February 2024.

Contact Us

Please contact us via the email referred to below for any information requests according to this statement and the Norwegian Transparency Act.

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