



# JRM Group

## Sustainable Development Goals Declaration

We support the Sustainable Development Goals (SDGs) advocated by the United Nations and will contribute to the realization of a sustainable society through our business activities.

Dec.10,2021

Japan Resistor Mfg. Co., Ltd.

President&Representative Director HITOSHI KIMURA

### Our company's initiative

#### Products & Services

By focusing on the development of a systematic quality control and production system through capital investment and the education and training of staff involved in manufacturing, we are able to provide products of consistently high quality and fulfill our mission as a manufacturer of resistors and electric devices.

##### <Key initiatives>

- Supplying high quality product and continuous improvement through ISO 9001 certification
- Development of products for xEV vehicles and their supply to the market
- Establishment of a stable supply system using alternative plants within the Group in the event of a major disaster
- Supplying of long-lasting products with high durability and long life



#### Human rights and workplace expectations

We place great importance on the mental and physical health of our employees by promoting the use of paid leave, health check-ups and medical examinations, and by ensuring that harassment is not tolerated. We will also respect human rights and diversity, and promote the employment of the elderly and disabled to create a workplace where all people can work equally and without discrimination.

##### <Key initiatives>

- Prohibition of harassment clearly stated, mental health counselling service set up
- Promotion of paid leave
- Health checks or physical examinations and recommendations for secondary examinations
- Creating a working environment for a diverse workforce and diversity initiatives



#### Environment

Based on the recognition that the products we deal with are used in all fields as an integral part of the electronics industry, we aim to be an earth-friendly company, aiming to create a recycling-oriented society by preserving the global environment, and taking into account the impact of each of our employees on the environment.

##### <Key initiatives>

- Product design and manufacturing in consideration of the global environment
- Implementation of environmental maintenance activities and continuous improvement in compliance with ISO 14001
- Extensive use of LED lighting and xEV vehicles
- Practice of green purchasing of office supplies etc. and use of FSC certified paper



#### Community and social contribution

We contribute to the realization of a sustainable local community through the active recruitment of local personnel, donations to the community and contributions to the local community through exchanges, dialogues, lectures and volunteer activities.

##### <Key initiatives>

- Active recruitment of local professionals
- Dispatch of lecturers for manufacturing education for junior high school students
- Participation in community activities such as carrying out clean-up activities
- Corporate facilities used as evacuation centers in the event of a disaster
- Proposing and supplying products to care businesses and facilities



#### 17 Goals to Transform Our World

The Sustainable Development Goals are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.