

Participation in the UN Global Compact

In August 2007, Tamron began participation in the United Nations Global Compact in an effort to establish the foundations for its CSR initiatives. Advocated by the United Nations, the UN Global Compact is an international initiative supporting ten universal principles related to human rights, labor, the environment and anticorruption. Tamron has adhered to the Ten GC Principles and continued to engage in corporate activities that fulfill its social responsibilities.



For further details about the GC, please visit the United Nations website at: <http://www.unglobalcompact.org/>

COP Report (Communication on Progress)

The following table describes Tamron's accomplishments and efforts during FY2020 in line with the Ten Principles.

	Principles	Tamron's Policies	Results
Human Rights	1 Business should support and respect the protection of internationally proclaimed human rights.	<ul style="list-style-type: none"> We support basic human rights in our Standards of Business Conduct 	<ul style="list-style-type: none"> Carried out operations based on the Human Rights Protection & Labour Standard Management Regulations. Clarified management items for operations and strengthened checks and balances (Japan and Tamron Optical Foshan) .
	2 Business should make sure that they are not complicit in human rights abuses.	<ul style="list-style-type: none"> We declare respect for human rights and elimination of discrimination in our Compliance Regulations. We clarify management items and strengthen check function. (established the Human Rights Protection & Labour Standard Management Regulations) 	
Labour	3 Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none"> We declare respect for the right of our employees to organize in our Labour Organization Memorandum. 	<ul style="list-style-type: none"> Established opportunities for periodic consultation between management and workers. Improve working conditions through labor union activities. Operation of the "Tamron Kids Day-care Center" Making every day a "no overtime" day (Tamron head office) Established a manual to check the age of applicants at the time of hiring (Tamron Optical Foshan and Tamron Optical Vietnam) . Ratio of females promoted to management positions : 11.39% (domestic) Ratio of eligible employees taking parental leave : 100% (domestic) Ratio of hiring of persons with disabilities : 2.24% (domestic)
	4 Business should uphold the elimination of all forms of forced and compulsory labour.	<ul style="list-style-type: none"> We stipulate the importance of complying with labour-related laws and regulations and maintaining a proper work environment for our employees in our Compliance Regulations. 	
	5 Business should uphold the effective abolition of child labour.	<ul style="list-style-type: none"> We vow not to use child labour. We do not employ workers under the age of 15, which is stipulated in our employment rules. 	
	6 Business should uphold the elimination of discrimination in respect of employment and occupation.	<ul style="list-style-type: none"> We have targets for employing persons with disabilities and a policy to increase the ratio of female managers in order to realize a diversified work place. 	
Environment	7 Business should support a precautionary approach to environmental challenges.	<ul style="list-style-type: none"> We have a provision to prevent environmental deterioration through efforts such as the following: <ol style="list-style-type: none"> Reducing CO₂ emissions; Reducing industrial waste; Finding alternatives to harmful chemical substances; and reducing the use of harmful chemical substances Conserving biodiversity 	<ul style="list-style-type: none"> Number of incidents involving leakage of harmful chemical substances : None Support for ecosystem protection (Tamron head office) Improve management system of mercury use products Rate of decrease in CO₂ emissions: 11.7% decrease (compared to FY2015, on a unit sales basis) Waste reduction target : not achieved Efforts to reduce product weight and size: Weight : 0.2% increase, Size : 1.1% decreased Achieved compliance with chemical regulations
	8 Business should undertake initiatives to promote greater environmental responsibility.	<ul style="list-style-type: none"> We have a policy to clearly establish environmental objectives and targets for the following: <ol style="list-style-type: none"> Reducing CO₂ emissions; Reducing industrial waste emissions to ultimately achieve zero emissions; and Promoting environmentally-friendly designs. 	
	9 Business should encourage the development and diffusion of environmentally friendly technologies.		
Anti-Corruption	10 Business should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> We have a policy to regulate acts of endowment and political donations and terminate ties with anti-social forces in our Compliance Regulations and Standards of Business Conduct 	<ul style="list-style-type: none"> The Compliance Promotion Committee held workshops for employees to learn more about compliance.