

Hoya Corp.

TICKER
 TKS:7741

MARKET CAPITALIZATION
 US\$19 billion

HEADQUARTERS
 Japan

DISCLOSURES
UK Modern Slavery Act: Yes

TARGETS
 None

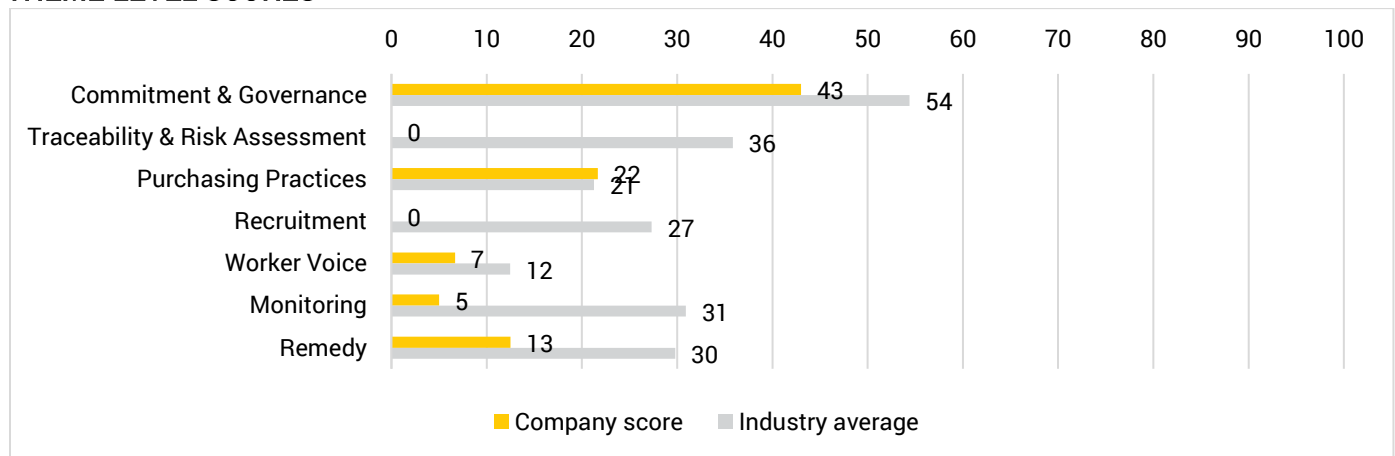
California Transparency in Supply Chains Act: Yes

OVERALL RANKING
38 out of 49

(2018 Rank: 30 out of 40)

OVERALL SCORE
13 out of 100
SUMMARY

Hoya Corp. (Hoya), an electronic components manufacturer, ranks 38th out of 49 companies and discloses less information on its forced labor policies and practices than its peers. Since 2018, the company has improved by disclosing a supplier selection process that covers forced labor and integrates forced labor provisions into supplier contracts. The company scores slightly higher than average on the theme of Purchasing Practices, but lower than average on all other themes. Compared to 2018, the company's overall score decreased by one point, as it did not improve its performance and disclosure across themes. The company is encouraged to improve on the themes of Commitment and Governance, Traceability and Risk Assessment, and Recruitment.

THEME-LEVEL SCORES


Research conducted through October 2019 or through January 2020, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

KEY DATA POINTS**SUPPLIER LIST**

No

NO-FEE POLICY

No

AVERAGE SUPPLIER SCORE

N/A

REMEDY FOR SUPPLY CHAINS WORKERS

No

HIGH-RISK SOURCING COUNTRIESLikely from Malaysia and/or China¹

LEADING PRACTICES

None.

NOTABLE FINDINGS

Commitment & Governance: Hoya discloses a supplier code of conduct that prohibits forced labor and requires its suppliers to cascade the standards of the code to the next tier of suppliers. The company also discloses that it has a committee responsible for implementing its supplier code of conduct and trains procurement and supply chain staff on the code.

Supplier Selection: The company discloses that potential suppliers are evaluated against the requirements of its supplier code of conduct, which includes forced labor. It states this can include responses to questionnaires or audit findings.

Remedy: Hoya reports that complaints regarding violations of its supplier code of conduct will be dealt with by the committee responsible for implementing and enforcing the code, together with the relevant business division.

OPPORTUNITIES FOR IMPROVEMENT

Commitment & Governance: The company is encouraged to engage with relevant stakeholders on forced labor and human trafficking (e.g., policy makers, worker rights organizations, or local NGOs) in countries in which its suppliers operate. The company is also encouraged to participate actively in one or more pertinent multi-stakeholder or industry initiatives.

Traceability & Risk Assessment: To demonstrate a strong understanding of its supply chains, the company may consider disclosing the names and addresses of its first-tier suppliers, the countries in which its below-first-tier suppliers operate, the countries from which it sources raw materials at high risk of forced labor, and several data points on its suppliers' workforce. The company is further encouraged to assess forced labor risks across its supply chains and disclose the risks identified.

Recruitment: To address the risk of exploitation of migrant workers through recruitment agencies in its supply chains, the company is encouraged to take steps to ensure that workers in its supply chains are not charged fees during any recruitment-related process. The company may further consider taking

steps to ensure that such fees are reimbursed to the workers and/or provide evidence of payment of recruitment-related fees by suppliers if it discovers that fees have been paid by workers in its supply chains. The company is also encouraged to take steps to ensure that the rights of workers in vulnerable conditions, such as migrant workers, are respected (e.g., to verify workers' passports and other personal documents are not retained).

ENGAGED WITH KNOWTHECHAIN

Informal (i.e., engaged outside the formal three months engagement period).

¹ Most electronic devices are produced at least in part in China and/or Malaysia, two countries where electronics may be produced using forced labor. KnowTheChain (June 2020), "[2020 KTC ICT Benchmark Report](#)."