

# MURATA MANUFACTURING CO. LTD.

**TICKER:**  
TYO: 6981

**MARKET CAPITALIZATION:**  
US\$ 34 billion

**HEADQUARTERS:**  
Japan

**16 OUT OF 20**  
Company’s Overall Ranking

**21 OUT OF 100**  
Company’s Overall Score

Murata Manufacturing Co. LTD. (Murata Manufacturing) ranks sixteenth on the benchmark overall. Despite publicly demonstrating its awareness and commitment to addressing human trafficking and forced labor, the company provides limited disclosure of its programs and activities for mitigating these risks in its supply chain. Murata Manufacturing is encouraged to disclose its policies and practices in the areas of worker voice, including supplier workforce engagement and grievance mechanisms, and with respect to traceability and risk assessment, its supplier monitoring and remedy programs.

**THEME LEVEL SCORE**

Commitment and Governance	39 out of 100
Traceability and Risk Assessment	13 out of 100
Purchasing Practices	25 out of 100
Recruitment	33 out of 100
Worker Voice	10 out of 100
Monitoring	13 out of 100
Remedy	13 out of 100

**LEADING PRACTICES**

None.

**NOTABLE FINDINGS**

**Commitments and Governance:** Murata Manufacturing’s Human Rights and Labor Policy prohibits forced labor. In addition, the company’s CSR Charter also prohibits forced labor and child labor use. The company’s Director of Global Sourcing is responsible for ensuring its suppliers do not use forced labor.

**Recruitment:** Murata Manufacturing states that it audits recruitment agencies. Audits include assessments of forced labor and human trafficking risks. Upon engagement, Murata Manufacturing discloses that it requires that no recruitment fees be charged throughout its supply chain.



**Purchasing Practices:** Murata Manufacturing discloses that, in its selection of suppliers, it takes into account CSR considerations, including forced labor. The company also requests suppliers to comply with the Electronic Industry Citizenship Coalition's (EICC) Code of Conduct, which includes a requirement that suppliers expect the same standards of their own suppliers.

## OPPORTUNITIES FOR IMPROVEMENT

**Worker Voice:** Murata Manufacturing is encouraged to ensure that suppliers' workers receive training relevant to forced labor and human trafficking. Murata Manufacturing periodically collects feedback from suppliers, which the company may consider extending to cover supplier employees. The company may also consider engaging with suppliers' workers either directly or in partnership with other stakeholders, outside of the factory context.

**Traceability and Risk Assessment:** Murata Manufacturing may consider disclosing evidence of conducting risk assessments of forced labor focused on specific commodities, regions, and/or groups. The company is also encouraged to disclose forced labor risks identified throughout its supply chain, the names and locations of its first-tier suppliers and information on suppliers beyond its first tier.

**Monitoring:** Murata Manufacturing suppliers are required to conduct a self-audit using the company's Check List for CSR Compliance and, based on self-audit results, Murata audits suppliers with low scores. Murata Manufacturing is also encouraged to disclose whether audits are non-scheduled and whether its process includes document reviews and interviews with workers. The company is also encouraged to disclose information on the results of its supplier audits.

## COMPANY PROVIDED ADDITIONAL DISCLOSURE:

[Yes.](#)

