

RE: Sony in our Weekly Update - invitation to respond

October 16, 2024

To: Catriona Fraser and Natalie Swan, Business & Human Rights Resource Centre

Sony is committed to uphold internationally recognized human rights of all people.

With regards to our supply chain, as a member of the Responsible Business Alliance (RBA), we work collaboratively with governments, industry organizations and other stakeholders in order to ensure the responsible supply chain.

Also, we have set forth the “Sony Supply Chain Code of Conduct” (the Code) and we conduct regular assessments and work with the suppliers to ensure compliance with the Code including human rights at the production sites. The Code explicitly prohibits the use of trafficked and forced labor, including exploitative labor, confiscation of passport /identification, or collection of recruitment fees, in our facilities and supply chain. In cases where any possibility of violations of the Code is reported via external sources, such as NGOs or media reports, we work expeditiously and objectively to confirm facts regarding the report, including an RBA audit by a third-party auditor. If this determination confirms the reported violations at supplier plants, we promptly request to make an improvement plan. We request progress reports for implementation of these plans and check further by conducting follow-up audits as needed. Sony’s policy is to review its business relationship with a supplier if a serious violation of the Code is confirmed or if the supplier fails to cooperate fully in an investigation or audit.

As regarding the questioned supplier, in accordance with the above policy, we have conducted the investigations including an on-site audit by a third-party auditor and our direct communications with the company. Through these investigations, we have reason to believe there were violations of the Code at the company. Accordingly, we have requested the company to promptly implement corrective measures including appropriate payment to workers, proper management of working hours, and improvement of living condition of its dormitory. We will continue to work closely with relevant authorities to monitor the progress of the corrective measures to be done by the company. We may also conduct the follow up audit as needed.

Mitsu Shippee, Senior General Manager
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