

Respect for Human Rights, Labor, and Diversity

Basic Policy

As a global company, we recognize that respect and consideration for human rights are important issues. Guided by our management principle, "Contribute to the community and society as a responsible corporate citizen," we adhere to international human rights and labor standards. This includes respecting individual human rights, eliminating child labor and forced labor, and prohibiting discrimination based on race, gender, language, nationality, religion, physical disability, and creed. We also comply with the labor laws of each country regarding labor rights and working hours. We are committed to promoting respect for human rights by addressing the impacts of our business activities on human rights.

Respect for Human Rights

We uphold human rights as defined by international standards and ensure they are not violated. We strive to create workplaces that respect fundamental human rights, embrace diversity in personality and individuality, and are free from all forms of harassment.

Elimination of Discrimination in Employment and Occupation

We do not discriminate based on race, gender, language, nationality, religion, physical disability, or creed in our global employment practices. We ensure equal opportunities for all workers and treat them fairly based on their abilities.

Maintenance of Appropriate Working Conditions

We establish and maintain working conditions, including working hours and wages, in accordance with the laws and regulations of each country. When accepting foreign workers, trainees, and interns within our supply chain, we comply with the relevant labor laws to ensure their rights are protected and that they are not exploited due to their social or economic status.

Elimination of Child Labor

We are committed to eliminating child labor at all stages of our business activities. We uphold the four pillars of the Convention on the Rights of the Child: the right to life, the right to development, the right to protection, and the right to participation.

Elimination of Forced Labor

We are dedicated to preventing modern slavery and human trafficking in all aspects of our business operations.