

Result in FY 2020: [Oversea companies' business partners] results of the assessment of the 33

Theme	Topic		Approach	Result		
				Ave.		Ratings
II. Human rights	1. Basic attitude toward human rights	Companies should respect and protect human rights as declared in international standards and frameworks and ensure that they are not complicit in (or contributing to) human rights violations. Major international frameworks and norms: (7) Universal Declaration of Human Rights, (8) Ten Principles of the UN Global Compact, (9) UN Guiding Principles on Business and Human Rights, (10) OECD Guidelines for Multinational Enterprises, (11) UK Modern Slavery Act, etc.	Legal awareness		4.5	Oustanding
			Policy		4.2	Excellent
			System / Responsibility		4.2	Excellent
	2. Respect for human rights and prohibition of discrimination	Companies should respect human rights and have a responsibility to conduct decision-making and business activities without discrimination based on race, nationality, gender, (14) sexual orientation, age, ancestry, religion, ethnicity, or immigration, etc., or against children, senior citizens, persons with disabilities, indigenous populations, the poor, or persons with HIV/AIDS, etc.	Checking initiative results		4.3	Excellent
			Corrective actions		4.2	Excellent
	3. Avoidance of complicity in (or contribution to) human rights abuses	Companies should ensure that the company's decision-making, business activities, and products and services do not lead to complicity in (or contributions to) human rights abuses of consumers or members of the local community.	Checking initiative results		4.2	Excellent
			Corrective actions		4.2	Excellent
	4. Respect for indigenous peoples and local communities	It is important for companies that conduct business in regions where indigenous peoples and ethnic minorities live to respect their unique cultures and histories, to abide not only by local laws and ordinances but also international standards, and to give consideration to the rights of indigenous peoples. Also, beyond the issue of indigenous peoples, it is essential to conduct responsible business operations with sensitivity to local communities that are effected, in order to maintain the right to operate and to obtain permits and licenses.	Checking initiative results		3.6	Low Risk
			Corrective actions		3.5	Low Risk
	III. Labor	1. Basic attitude toward labor practices	Companies should recognize and comply with the labor principles presented in international norms, etc., and to apply basic workplace principles as universal values. Main international frameworks and norms: (7) Universal Declaration of Human Rights, (15) International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, (8) Ten Principles of the UN Global Compact, (9) UN "Guiding Principles on Business and Human Rights," (10) OECD Guidelines for Multinational Enterprises, (11) UK Modern Slavery Act, etc.	Legal awareness		4.8
Policy					4.2	Excellent
System / Responsibility					4.2	Excellent
2. Prohibition of discrimination in the workplace		Companies should not discriminate at the workplace, including during recruitment process, based on race, nationality, gender, sexual orientation, age, ancestry, religion, ethnicity, immigration, the existence of a disability, etc., or any factors other than factors such as the applicant's abilities and aptitude.	Checking initiative results		4.5	Oustanding
			Corrective actions		4.6	Oustanding
3. Provision of equal opportunities to employees regarding human resources development and (16) career advancement, etc.		Companies are expected to play a critical roll in ensuring that opportunities, such as for promotion and training, are provided equally without undermining fairness on the grounds of race, nationality, gender, sexual orientation, age, ancestry, religion, ethnicity, immigration, the existence of a disability, marital status, or the condition of health, etc.	Checking initiative results		4.5	Oustanding
			Corrective actions		4.3	Excellent
4. Prohibition of inhumane treatment		Companies should respect employees' human rights. Inhumane treatment, such as abuse, physical punishment and harassment, is prohibited.	Checking initiative results		4.6	Oustanding
			Corrective actions		4.6	Oustanding
5. Payment of fair wages		Companies should abide by the legal minimum wage of the country and region in which they are operating, and ensure that an appropriate (17) collective agreement is concluded regarding matters such as overtime, and that extra pay and payment methods, etc., are applied fairly.	Checking initiative results		4.9	Oustanding
			Corrective actions		4.8	Oustanding
6. Fair application of working hours, time off, and paid time off, etc.	Companies should abide by working hours designated by law or agreed to in advance. They should ensure that employees' working hours are managed appropriately and that they are given the right to take paid time off. Employees should be given at least one day off per week.	Checking initiative results		4.9	Oustanding	
		Corrective actions		4.8	Oustanding	
7. Prohibition of forced labor	Companies should avoid making people work against their will and making people do work that restricts their freedom to leave their jobs. Work coercion using unjustified means of restraint and compulsion of overtime work, etc., should not be practiced. In addition, (18) unjustified retention of identification documents, etc., and unjustified collection of (19) deposit should not be practiced.	Checking initiative results		4.6	Oustanding	
		Corrective actions		4.5	Excellent	
8. Prohibition of child labor	Companies should avoid employing children under the legal working age in that country or region. In addition, children should not be made to perform work that could harm their health, safety, or morals.	Checking initiative results		4.8	Oustanding	
		Corrective actions		4.7	Oustanding	
9. Respect for the religious traditions and customs of the country of operation	Companies should respect the traditions and customs of the country and region in which they are operating, and respect their employees' religious traditions and customs. Care should be taken through uniform employment regulations, etc., to not hinder them.	Checking initiative results		4.4	Excellent	
		Corrective actions		4.3	Excellent	
10. Recognition of and respect for (20) freedom of association and the right to collective bargaining	Companies should respect their employees' freedom of association, freedom to join a labor union, and freedom to protest without being subject to retribution, threats, or harassment and should provide opportunities for labor-management dialogue.	Checking initiative results		4.2	Excellent	
		Corrective actions		4.2	Excellent	
11. Proper management of employee safety and health	Companies should take steps so that the risk of accidents occurring during work and the risks of harmful chemical substances, noise, and odors on the human body are understood and that appropriate safety measures, etc., are taken (including statutory inspections, (21) safeguards, (22) danger signals, control of the handling of chemical substances, measures against dangerous work, and compliance with designations for protective equipment, etc.). In addition, measures that give consideration to employees' mental health should also be taken.	Checking initiative results		4.8	Oustanding	
		Corrective actions		4.9	Oustanding	