

# Assessment results about human rights and labor

Theme	Topic		Approach	Business partner response results					
				Domestic Group companies			Overseas Group Companies		
	Assessment items	Overview		Ave.	Ratings	Ave.	Ratings		
Human rights	1. Basic attitude toward human rights	Upholding and respecting international agreements, norms, standards, etc. concerning human rights as well as having initiatives to prevent themselves from being complicit in and encouraging human rights violations. Major international agreements, norms, standards, etc. concerning human rights (examples): The Universal Declaration of Human Rights, the 10 principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the UK Modern Slavery Act, etc.	Awareness of laws and regulations		4.2	Excellent		4.5	Outstanding
			Policy and approach		3.5	Low Risk		4.2	Excellent
			Defining structure and responsibility		3.6	Low Risk		4.2	Excellent
	2. Respect for human rights and anti-discrimination	Making their decisions and engaging in their business activities by respecting human rights, without discriminating on the grounds of race, nationality, gender, sexual orientation, age, family line, religion, ethnicity, immigration status, or other attributes, and without discriminating against children, aged people, people with disabilities, indigenous peoples, low-income people, people with HIV/AIDS, and others.	Verification of initiatives and outcomes		3.9	Low Risk		4.3	Excellent
			Corrective initiatives and status		3.5	Low Risk		4.2	Excellent
	3. Preventing complicity in and promotion of human rights abuses	Giving full consideration to ensure that decisions they make, their business activities, and their products and services will not make them complicit in (or encourage) abuses of human rights of consumers or local communities.	Verification of initiatives and outcomes		3.6	Low Risk		4.2	Excellent
			Corrective initiatives and status		3.4	Low Risk		4.2	Excellent
	4. Respect for the lives of indigenous peoples and their local communities	An important task when operating in regions where indigenous peoples or ethnic minorities reside is to respect their unique cultures and histories and to be in compliance with not only local laws but also international agreements and norms as a way to show consideration for the human rights of indigenous peoples. In addition, they endeavor to engage in responsible business operations with consideration for not only indigenous peoples but also local communities affected by the relevant business.	Verification of initiatives and outcomes		2.9	Mid Risk		3.6	Low Risk
Corrective initiatives and status				2.8	Mid Risk		3.5	Low Risk	
Labor	1. Basic attitude toward labor practices	Being aware of international agreements, norms, standards, etc. concerning labor as well as applying them in basic workplace principles by considering them as universal concepts. Major international agreements, norms, standards, etc. concerning labor (examples): The Universal Declaration of Human Rights, the ILO Core Labor Standards, the 10 principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the UK Modern Slavery Act, etc.	Awareness of laws and regulations		4.2	Excellent		4.8	Outstanding
			Policy and approach		3.7	Low Risk		4.2	Excellent
			Defining structure and responsibility		3.8	Low Risk		4.2	Excellent
	2. Prohibition of discrimination in employment of persons	Not discriminating among job candidates on the grounds of factors other than their capabilities, aptitude, and other reasonable factors, such as race, nationality, gender, sexual orientation, age, family line, religion, ethnicity, status as immigrants, and disability.	Verification of initiatives and outcomes		4.3	Excellent		4.5	Outstanding
			Corrective initiatives and responses		4.0	Excellent		4.6	Outstanding
	3. Provision of equal opportunities relating to human resources development and career development	Valuing equality and fairness when providing opportunities for promotion, appointment, training, and suchlike, so as not to make decisions on the grounds of race, nationality, gender, sexual orientation, age, family line, religion, ethnicity, status as migrants, disabilities, presence or absence of spouse, health condition, or other attributes.	Verification of initiatives and outcomes		4.4	Excellent		4.5	Outstanding
			Corrective initiatives and responses		4.2	Excellent		4.3	Excellent
	4. Prohibition of inhumane acts	Respecting human rights and prohibiting all inhumane acts such as abuse, bodily punishment, and harassment.	Verification of initiatives and outcomes		4.5	Excellent		4.6	Outstanding
			Corrective initiatives and responses		4.3	Excellent		4.6	Outstanding
	5. Payment of fair wages	Complying with the statutory minimum wage of the country or region where they do business as well as applying extra wages, payment method, and suchlike in a fair manner with regard to overtime work, etc. based on an appropriate labor agreement.	Verification of initiatives and outcomes		4.8	Outstanding		4.9	Outstanding
			Corrective initiatives and responses		4.6	Outstanding		4.8	Outstanding
	6. Providing appropriate work hours, leave, etc.	Observing and suitably manage work hours not only stipulated by law but also as appropriately agreed between labor and management. Moreover, also managing appropriate leave by providing paid leave as well as at least one day off per week.	Verification of initiatives and outcomes		4.8	Outstanding		4.9	Outstanding
			Corrective initiatives and responses		4.7	Outstanding		4.8	Outstanding
	7. Prohibition of forced labor	Not forcing work against a person's will, work where job termination is restricted, work that uses undue restraint (taking someone's identification, demanding a deposit, etc.), overtime work, or suchlike.	Verification of initiatives and outcomes		4.5	Outstanding		4.6	Outstanding
			Corrective initiatives and responses		4.3	Excellent		4.5	Excellent
	8. Prohibition of child labor	Not employing children who have yet to reach the minimum legal age to work in the country or region where business is conducted. Not forcing children, even if appropriately employed, to do work that affects their health or safety or which is unethical.	Verification of initiatives and outcomes		4.5	Excellent		4.8	Outstanding
			Corrective initiatives and responses		4.2	Excellent		4.7	Outstanding
	9. Respect for religious traditions and customs of countries and regions where business is conducted	Making efforts to respect and make provisions in labor regulations, etc. for tradition, culture, and customs in the country or region where business is conducted and the religious traditions and customs of individual workers.	Verification of initiatives and outcomes		3.8	Low Risk		4.4	Excellent
			Corrective initiatives and responses		3.6	Low Risk		4.3	Excellent
10. Respect for freedom of association and collective bargaining rights	Recognizing workers' freedom of association and to participate in labor unions without fear of any revenge, threats, or harassment. Moreover, also respecting workers' freedom to stage a protest and creating opportunities for appropriate labor-management dialogue.	Verification of initiatives and outcomes		4.0	Low Risk		4.2	Excellent	
		Corrective initiatives and responses		3.8	Low Risk		4.2	Excellent	
11. Appropriate management of workers' safety and health	Understanding the risks of industrial accidents, including work-related injuries and traffic accidents and the hazardous effects of chemical substances, loud noise, and foul smells on the human body, and devising appropriate measures for prevention and safety. Moreover, also devising measures that take into account physical and mental conditions (mental health).	Verification of initiatives and outcomes		4.8	Outstanding		4.8	Outstanding	
		Corrective initiatives and responses		4.7	Outstanding		4.9	Outstanding	