

Attachment: Human Rights-Related Priority Issues

(1) Prohibition of Discrimination

We respect the cultures and customs of countries and regions, and prohibit all forms of discrimination on the basis of race, skin color, creed, religion, gender identity, sexual orientation, nationality, age, origin, mental or physical disability, illness, or any other reason.

(2) Prohibition of Inhumane Treatment

We respect the human rights of our employees and prohibit harsh and inhumane treatment, including abuse and harassment of any kind.

(3) Prohibition of Child Labor

We do not employ children under the minimum working age or make them work in a manner that impairs their development.

(4) Prohibition of Forced Labor

We employ all employees based on their own free will, and do not force them to work.

(5) Respect for the Rights of Local Residents and Indigenous Peoples

We consider the rights of local residents and indigenous peoples as stipulated by the laws and social norms of the countries and regions in which we operate.

(6) Ensuring Appropriate Wages

We comply with the legal minimum wage in the countries and regions in which we operate, strive to pay wages at or above the living wage, and do not unjustly reduce wages.

(7) Management of Appropriate Working Hours

We appropriately manage employee working hours, holidays, and days off, and prohibit excessive overtime work. In addition, in cases where national or regional laws and regulations do not meet international standards, we respect international human rights principles.

(8) Respect for Employees' Rights to Organize and Engage in Collective Bargaining

We respect the rights of employees to organize and engage in collective bargaining as a means of achieving labor-management consultations on working conditions, wage levels, and other issues.

(9) Response if Problems Arise

We have established effective consultation desks available for reporting and discussing concerns about human rights violations and other issues. The confidentiality of informers shall be strictly maintained to ensure that they are not treated unfavorably in any way because of their reports.