

1. Prohibition of forced labor and child labor

- Prohibition of forced labor imposed against a person's will (including debt bondage, prison labor, and slave labor).
- Prohibition of acts that hinder the right to freely leave employment, such as the retention of identification cards and passports.
- Compliance with the regulations set by the International Labour Organization (ILO) and domestic and international labor-related laws and regulations.
- Prohibition of employing children below the legal working age, and prohibition of night work and working in hazardous environments for those under 18.

2. Prohibition of discrimination and harassment, and consideration for employees

- Respect for the laws & regulations and culture of each country and prohibition of acts that constitute human rights violations.
- Prohibition of all forms of discrimination based on race, nationality, gender, age, disability, religion, and other factors.
- Prohibition of all forms of harassment deemed inappropriate based on socially accepted conventions and objective standards, not merely the subjective views of the parties involved.
- Prevention of human rights violations against employees arising from the conduct of customers and third parties, and ensuring employee safety.
- Prevention of inappropriate conduct by employees toward customers and business partners, and ensuring mutual respect for human rights.
- Establishment of a consultation system (Compliance Consultation Desk) for human rights violations and related matters.

3. Fair employment relationships

- Execution of employment contracts in accordance with the laws and regulations of each country.
- Compliance with all wage-related laws, including minimum wage, overtime pay, and legally mandated benefits, and payment of appropriate wages.
- Prohibition of evaluations based on factors other than reasonable criteria such as ability, aptitude, and performance.
- Prohibition of monetary penalties (fines, etc.) that violate laws and regulations.
- Disciplinary actions shall be appropriately administered in accordance with the work rules, and unjust disciplinary measures shall be prohibited.

4. Protection of employee rights

- Respect for the right to organize and bargain collectively in accordance with the laws and regulations of each country.
- Prohibition of unjust restrictions on the right to organize and bargain collectively through facility usage rules.

5. Establishment of a safe and healthy work environment

- Development and operation of occupational safety and health systems in accordance with safety and health management regulations.
- Ensuring employee health through measures such as prevention of overwork, mental health initiatives, and stress checks.
- Compliance with safety and health-related laws and regulations in each country.