

kaonavi Human Rights Policy

We respect international norms concerning human rights, including the Universal Declaration of Human Rights and the International Labour Organization (ILO)'s Declaration on Fundamental Principles and Rights at Work, and we promote efforts to respect human rights in conformity with the United Nations' Guiding Principles on Business and Human Rights.

Applicable regions

We comply with the laws and regulations applicable to the countries and regions in which we do business. Where the legal systems of a country differ from international human-rights standards, we strive to conform to the stricter standards. Where both are in conflict, we pursue the method of international human-rights principles.

Respect for human rights

We refrain from acting in ways detrimental to personality or dignity, such as discrimination based on the factors of race, gender, age, creed, religion, nationality, sexual orientation, disability, abuse of power, and sexual harassment. We also prohibit all forms of forced labor and child labor. We value labor-management dialogs, and we respect workers' rights, including those of freedom of association and collective bargaining.

We conform to the legal minimum wage and comply with laws applicable to working hours, overtime, and benefits. We also strive to lessen overwork under compliance and regulations. In addition, we comply with applicable laws concerning health and safety and maintain employees' health by properly addressing health risks. We employ a remuneration system of equal pay for equal work, under which men and women are paid according to the same standards. We support the Children's Rights and Business Principles and strive to carry out business activities with respect for children's rights.

Freedom of expression and privacy rights

We respect freedom of expression and privacy of stakeholders and ensure that these are not violated.

Setting up appropriate whistleblowing hotlines to prevent violations of human rights

We have set up internal and external whistleblowing hotlines to receive reports concerning harassment and human-rights issues.

The privacy of whistleblowers is protected, and the report is not shared with any parties other than the hotline and the investigation team without the consent of the whistleblower. Investigation staff prevent identification of the whistleblower during the investigation process. In addition, it is prohibited to treat a whistleblower at a disadvantage for the reason of having made a whistleblowing report, and the Rules of Employment and other provisions stipulate disciplinary action for any who engage in such acts. The whistleblower is notified promptly of whether or not an investigation will be conducted about the progress of the investigation. In addition, the General Manager of the Internal Auditing Office reports to the Risk and Compliance Committee on the results of the investigation and any corrective measures.