

Human rights assessment for group companies and affiliated companies

I . Human rights policies and systems	
1	Do you have a code of conduct or creed based on your corporate philosophy?
2	Have you formulated a human rights policy?
3	Have you designated a department and person in charge of human rights promotion?
II . Prohibit forced labor	
4	Are you aware of the relevant laws, regulations and social norms?
5	Do you have a clearly defined responsible department (responsible person)?
6	Do you provide education to those who should be thoroughly trained?
III . Prohibit harassment	
7	Are you aware of the relevant laws, regulations and social norms?
8	Do you have a clearly defined responsible department (or responsible person)?
9	Do you recognize the current situation based on data such as the number of incidents?
10	Do you provide education to those who should be thoroughly aware of the issue?
IV . Prohibition of discrimination	
11	Are you aware of the relevant laws, regulations and social norms?
12	Do you have a clearly defined responsible department (or responsible person)?
13	Do you provide education to those who should be thoroughly trained?
14	Do you confirm the legal domicile and occupation of parents and family members of candidates during recruitment interviews?

15	Please tell us the number of employees, female employees, total number of managers, and number of female managers.
V. Working Hours	
16	Are you aware of the relevant laws, regulations and social norms?
17	Do you have a clearly defined responsible department (or responsible person)?
18	Do you recognize the current situation based on data?
19	Do you provide education to those who should be thoroughly aware of the issue?
VI. Employees' Right to Organize	
20	Are you aware of the relevant laws, regulations and social norms?
21	Do you have a clearly defined department (or person) in charge?
22	Does the company have appropriate controls in place to prevent inappropriate interference with the right to organize?
VII. Prohibition of child labor	
23	Are you aware of the relevant laws, regulations and social norms?
24	Do you have a clearly defined department (or person) in charge?
25	Do you conduct internal surveys and recognize the current status using data?
26	Do you have a system in place for responding to problems when they occur?
27	Do you provide education to those who should be thoroughly trained?