

Human Rights Assessment for Sales Agents Operating SoftBank and Ymobile Stores

I . Respect for human rights and prohibition of discrimination	
1	Do you comply with the minimum wage for each prefecture as stipulated by the minimum wage law for all employees?
2	Are there any disparities in employment conditions, such as salary, or any discrimination in the selection process based on nationality, immigration, or indigenous people (e.g., the Ainu)?
3	Are you discriminating against candidates by asking them to submit a certificate of residence that includes their legal domicile, or by asking questions that have nothing to do with their abilities or aptitudes, such as asking about the occupations of their parents or family members?
4	Do you ensure freedom of association/right to collective bargaining for all employees?
5	Do you consider LGBT?
6	If you are taking measures against harassment, please check all applicable measures (i.e., (1) rules, (2) corrective solutions, (3) disciplinary actions, and (4) awareness-raising/recurrence prevention).
II . Avoidance of complicity (encouragement) in human rights violations	
7	Have there been any cases of human rights violations of consumers or people in the local community in the words, actions, or advertising activities of your employees?
8	Is customer information being managed appropriately?
III . Respect for indigenous peoples' livelihoods and local communities	
9	Do you discriminate against other regions in the provision of services/products in areas with large numbers of immigrants or indigenous people (e.g. the Ainu) in Japan?

IV. Basic attitude toward human rights

10	Legal awareness: Are you aware of human rights rules (social norms, industry norms) and domestic and international laws?
11	Policy: Does your company have a human rights policy (policy/charter) or guidelines?
12	System/Responsibility: Does the company have a clearly defined person and system (responsibility/promotion department) in charge of human rights?