

Human Rights Policy

Human Rights

Based on its basic sustainability policy, the Hirata Group will establish and comply with a globally implemented human rights policy to respect the basic human rights of all the people involved in its business.

◆ Basic Approach to Human Rights

Complying with the laws and regulations applicable to Japan and the countries and regions in which it conducts business, the Hirata Group supports and respects the Guiding Principles on Business and Human Rights of the United Nations and other international norms with regard to respect for human rights.

◆ Scope of Applicability

This policy is applicable to all officers and employees of the Hirata Group.

We also expect all of our business partners, including our suppliers, to understand and agree with this policy.

Human Rights Policy

1. Prohibiting Forced Labor

We will not use forced labor and will protect the right of workers to terminate their employment of their own accord. Nor will we tolerate any form of modern slavery, including human trafficking.

2. Prohibiting Child Labor

We will not allow children under the minimum working age to work. Nor will we allow young workers under the age of 18 to engage in dangerous work that may compromise their health and safety.

3. Decent Working Hours

In conformance with the laws and regulations of the countries and regions where our employees work, we will appropriately manage working hours, days off, and vacations in consideration of internationally recognized standards.

4. Adequate Wages and Allowances

We will comply with all applicable laws and regulations regarding employee compensation, including minimum wages, overtime payments, and allowances and deductions required by law in each country and region.

5. Prohibiting Inhumane Treatment

Respecting the human rights of our employees, we will prevent the occurrence of inhumane treatment, including the physical and psychological abuse or harassment of our employees, and such possible actions that may occur. In the event of an incident, we will take prompt and appropriate action.

6. Prohibiting Discrimination

We will prohibit all forms of discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, veteran status, protected genetic information, marital status, and illness status.

7. Freedom of Association and Right to Collective Bargaining

In conformance with the laws and regulations of each country and region, we will respect the freedom of association and the right of collective bargaining of employees as a means to achieve open communication with workers on matters such as improving working environments and wage conditions.

8. Occupational Health and Safety

In conformance with the laws and regulations of the countries and regions where employees work, we will respect international standards to minimize the work-related injuries and physical and mental illnesses of our employees and create healthy and safe working conditions.

This policy was approved at the Hirata Corporation Board of Directors' meeting held on October 18, 2022, and signed by the president.



Yuichiro Hirata
President
Hirata Corporation