



Risks and opportunities for human rights

Major risk	Risk description	Opportunities	Major activities
Harassment	<ul style="list-style-type: none">● Loss of trust from society and damage to corporate value due to lawsuits filed regarding harassment	<ul style="list-style-type: none">● Elimination of harassment by instilling the Corporate Philosophy, values, and Code of Ethical Conduct● Increase employee engagement and social recognition of corporate value	<p>[Shared activities]</p> <ul style="list-style-type: none">● Revision of the Code of Ethical Conduct FY2023 results: Formulation of proposed revisions FY2024 plan: Roll out to Group companies (including overseas)● Development of compliance education with video materials FY2023 results: Selection and acquisition of video materials, consideration of platforms for release FY2024 plan: Promote internal disclosure and utilization, and confirm status● Rolling out of an education program for Corporate Philosophy, values, and compliance FY2023 results: Implemented for all employees FY2024 plan: Incorporate into education at the organizational level● Continuous awareness-raising activities utilizing in-house newsletters FY2023 results: Focused publication of articles related to abuse of authority FY2024 results: Selection of themes in line with actual internal conditions and social conditions <p>[Harassment]</p> <ul style="list-style-type: none">● Creation of a guide for responding to reports FY2023 results: Creation of a guide to reflect actual internal conditions FY2024 plan: Hold briefing sessions for managers
Human rights abuses	<ul style="list-style-type: none">● Reputation damage and economic losses such as suspension of transactions due to the occurrence of human rights issues in the supply chain, both internally and externally	<ul style="list-style-type: none">● Strengthening of cooperation with business partners and enhancement of trust from society● Enhancement of employee engagement	<p>[Human rights]</p> <ul style="list-style-type: none">● Implementation of human rights education FY2023 results: Educational content, target personnel selection FY2024 plan: Implementation of human rights education for management● Continued implementation of employee engagement surveys FY2023 results: Open-ended responses were classified and aggregated for internal disclosure consideration FY2024 plan: Implementation of improvement measures and understanding of evaluations based on open-ended responses