The HOCHIKI Group Human Rights Policy

1. Positioning of the HOCHIKI Group Human Rights Policy

Our management philosophy is to provide “Safety for All,” “Quality & Value,” and “Community Welfare,” and respecting human rights is critical to realizing this philosophy. The HOCHIKI Group Human Rights Policy is a policy on our efforts to respect human rights.

2. Scope of Policy Application

The Policy applies to all HOCHIKI Group executives and employees (all employees including executives, full-time employees, contract employees, and so forth).

3. What We Expect of Our Partners

We will encourage our business partners and other related parties that we can influence through our business activities to advance measures that align with the Policy.

4. Our Commitment to Internationally Recognized Human Rights

We respect the internationally recognized human rights prescribed in the International Bill of Human Rights (the Universal Declaration of Human Rights, International Covenants on Human Rights) and the International Labor Organization (ILO)’s Declaration on Fundamental Principles and Rights at Work. We will conduct our business activities according to the United Nations Guiding Principles on Business and Human Rights.

5. Relationship Between Our Human Rights Responsibilities and Legal Compliance

We will comply with the laws and regulations of the countries and regions where we conduct our business activities. In cases where these laws and regulations conflict with international human rights principles, we will seek ways to respect the latter.

6. The Hochiki Group’s Priority Issues in Respecting Human Rights

We respect the human rights of all executives and employees, customers, local community members, business partners, and all other stakeholders, including those in socially vulnerable positions. We forbid all discrimination, forced labor, child labor, inhumane treatment and the like, and will ensure appropriate working conditions and environments, including freedom of association, pay, working hours, and safety management. We will provide safe products and services and properly disclose information to our customers, and work to coexist with the local community, taking into account the impacts our business activities may have on its members. We do not tolerate threats, attacks, or other intimidating conduct against people and groups working to protect the human rights prescribed by international standards.

Hajime Hosoi
Representative Director, President and CEO
HOCHIKI Corporation

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