

Initiatives for Respect for Human Rights in FY2023

Initiatives in FY2023

- Issues that were identified in the FY2022 Human Rights Due Diligence (two in Japan and two overseas (Taiwan)) were remedied.
- An investigation of the subsidiary in Eastern Europe is conducted, and corrective actions and measures to prevent recurrence are being considered.

Target	Details	Corrective measures
Japan (2 cases)	Issues in the contract between the Company and temporary staffing companies were identified.	The contract has been amended.
Taiwan (2 cases)	Issues with recruitment fees related to migrant workers were identified.	Appropriate corrective measures have been implemented based on the interviews with the applicable persons. The employment scheme is being revised.
Eastern Europe (1 case)	Issues with recruitment fees related to migrant workers were identified.	Interviews with the applicable persons were conducted. Corrective actions and measures to prevent recurrence are being considered.

Future Actions

In the FY2022 Human Rights Due Diligence survey, we checked on critical risks (child labor, forced labor and migrant workers) and remedied the issues we identified in the survey in FY2023. We will establish a checking scheme for critical risks and implement it steadily. We are also working with external experts to consider a scheme to identify potential risks in each country.