

Initiatives for Human Rights

Basic Concept

We recognize “respect for human rights” as one aspect of our materiality, and we aim to “establish an organization where diverse human resources achieve their potential” by comprehensively engaging in initiatives for diversity and inclusion as well as improvement of human capital. Our Code of Conduct has always advocated for fostering a “corporate atmosphere that respects the individual.” We will conduct our business activities with respect for the dignity and basic human rights of employees as well as all the people who are related to our business, based on a corporate atmosphere that respects the individuality and personality of employees. In other words, in addition to complying with laws and regulations related to respect for human rights, we will conduct business activities with support and respect for international standards including the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the Ten Principles of the UN Global Compact. Our Human Rights Policy below sets forth our stance on respect for human rights.



Keihanshin Building Human Rights Policy [PDF: 87 KB]

Promotion Structure

The Sustainability Committee has discussed “respect for human rights” as an aspect of materiality and establishes a policy to address it. In addition, the risk of human rights violations is monitored and comprehensively managed by the Risk Management Committee, which conducts company-wide risk management.



Sustainability Committee

Initiatives for Human Rights Due Diligence

Our Human Rights Policy states that “we will strive to understand, prevent, and make improvements to adverse impacts on human rights through dialogues with our stakeholders, etc.” We conduct human rights due diligence for employees (including non-regular employees) and suppliers in accordance with the UN Guiding Principles on Business and Human Rights.

We assessed adverse impacts of our business activities on human rights on the two axes of severity and likelihood of occurrence, and we identified the particularly high-risk priority matters as “discrimination and harassment,” “work environment,” “access to remedy,” “rights of local residents in development,” “operation and management,” and “protection of human rights in the supply chain.” Initiatives are being promoted to prevent and mitigate the adverse impacts of each priority matter on human rights. In addition, we conduct due diligence on an ongoing basis considering that new risks may constantly arise due to changes in the conditions surrounding our business activities.

With regard to protection of human rights in the supply chain, we began human rights due diligence for our key suppliers in fiscal 2023. Based on our Sustainable Procurement Policy, we ask our suppliers to respond to the CSR/Sustainable Procurement Self-assessment Questionnaire (SAQ) developed by Global Compact Network Japan (GCNJ), which includes human rights as one of the subject areas, and we conduct engagement (feedback) based on the results. The SAQ asks about the prevention of discrimination based on race, nationality, gender, age, religion, etc., the prevention of forced labor, the prevention of child labor, and respect for freedom of association and the right to collective bargaining, etc. in employment and human resources development opportunities, expecting the suppliers that comprise the majority of our business operations to prevent violations of human rights. Going forward, we will continue to conduct annual human rights due diligence for our key suppliers.

| Whistleblower System

To receive internal reports and provide consultations on human rights violations, the Company utilizes the In-House Reporting System established for the purpose of receiving reports and providing consultations on compliance violations. The system is operated in a manner that prevents any disadvantageous treatment of reporters, such as designating external attorneys as a contact point in addition to the in-house contact point, and allowing reporters to request to remain anonymous to the Company when making a report or requesting a consultation through an external attorney. (Please see P.54 “Compliance In-House Reporting System.”)

| Initiatives for Improving Internal Awareness

We conduct education and training to prevent and reduce any negative impact on human rights that might arise due to a lack of knowledge or understanding of human rights by our employees, as well as to foster a corporate atmosphere that respects the individual rights. In addition to always holding human rights training once a year, we also address human rights and harassment in multiple compliance training sessions throughout the year and conduct repeated awareness activities to deepen each and every employee’s knowledge and understanding of human rights.