Basic Policy for Human Rights


As our firm commitment to respect human rights is comprehensively defined in the Policy, we will meet our responsibility to respect human rights in line with the Policy, together with our existing policies and processes.

The policy applies to all the executives and employees of Unipres group.

1. Human Rights and Privacy
   We respect the human rights and privacy of the individual.

2. Discrimination and Harassment
   We do not engage in discrimination or harassment of any kind based on race, nationality, gender, sexual orientation, religion, disability, age, social origin, or employment status.

3. Child Labor, Forced Labor, and Human Trafficking
   We do not allow child labor, forced labor, and human trafficking.

4. Remuneration
   We comply with the laws of each country and region regarding the minimum wages, overtime, wage deductions, performance-based pay, and other remuneration.

5. Working Hours
   We comply with the laws of each country and region regarding the setting of employees’ working hours including overtime and the granting of scheduled days off and paid annual vacation time.

6. Dialogue and Consultation with Employees
   Taking into account the laws and labor practices of each country, the Company will try to foster a good relationship with its employees and to resolve issues by having a sincere and constructive dialogue.

7. Safe and Healthy Working Environment
   We give the top priority to the health and safety of employees and make every effort to prevent accidents

8. Responsibilities to Respect Human Rights
   Where we confirm that we have caused or contributed to adverse human right impacts, the company will provide for or cooperate in legitimate processes to provide remediation.

9. Stakeholders and Human Rights
   We seek the respect of human rights from all parties we do business with and related parties.

10. Promotion of Human Rights Policy
    We cultivate a corporate culture of respecting human rights by conducting human rights enlightenment educations and trainings to all Unipres group executives and employees.

November 1st, 2018

President and Representative Director
Masanobu Yoshizawa