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Basic Stance on Human Rights Issues Recognized as Salient by the Inabata Group

As a corporation that conducts sustainable business activities in a diverse society, the Inabata Group recognizes the following human rights issues as important and clarifies our corporate stance on those issues.

We will proceed with initiatives based on our Human Rights Policy. Furthermore, we will appropriately review the policy by considering individuals and groups who are in socially vulnerable positions and at high risk of exclusion, and by regularly reviewing in response to our business domain and social conditions.

Prohibition of Forced Labor

The Inabata Group does not tolerate any form of forced labor, including human trafficking and slave labor, in our business activities. In particular, we do not tolerate inhumane treatment of foreign workers, migrant workers, etc.

Prohibition of Child Labor

The Inabata Group does not tolerate child labor (in principle, labor by children under the age of 15 or children who have not reached the minimum working age set by the laws of each country) in our business activities. Moreover, we do not tolerate young people under the age of 18 (young workers) to engage in hazardous work.

Ensuring the Health and Safety of Workers

The Inabata Group provides a safe and healthy working environment in accordance with the laws, regulations, and rules regarding workplace safety and health applicable in the countries and regions in which we conduct our business activities.

We prioritize protecting the lives of workers and ensuring their safety and health, and do not tolerate dangerous or violent behavior in the workplace. We also prohibit the consumption of alcohol and drugs that interfere with safe work.

We will maintain a work environment that is rewarding and allows employees to concentrate on their duties with peace of mind.

Prohibition of Discrimination and Harassment

The Inabata Group prohibits all forms of discrimination based on race, color, nationality, language, religion, ideology, age, gender, gender identity and sexual orientation, ethnicity, occupation, disability, property, employment status, etc.

We do not tolerate any conduct that impair the dignity of others, whether psychological or physical, nor do we tolerate any other form of harassment.

Respect for Freedom of Association and the Right to Collective Bargaining

The Inabata Group respects freedom of association and the right to collective bargaining, which are basic rights of workers, in accordance with the laws and regulations applicable in the countries and regions in which we conduct our business activities.

Payment of Fair Wages and Management of Working Hours

The Inabata Group complies with all laws and regulations regarding working hours and wages applicable in the countries and regions in which we conduct our business activities.

We strive to ensure the payment of a living wage necessary to ensure a decent standard of living for employees and their families. Furthermore, we will appropriately manage working hours.

Protection of Personal Information and Respect for Privacy

The Inabata Group protects the personal information of people associated with our group and respects their privacy in accordance with the laws and regulations applicable in the countries and regions in which we conduct our business activities.

Respect the Rights of Vulnerable People in the Local Community

The Inabata Group gives special attention to respecting the human rights of women, children, persons with disabilities, ethnic minorities, indigenous peoples, and other socially vulnerable people.