

Core operation / Supply chain										
Workplace condition	Working hours									
	Health and safety									
	Disciplinary measures									
	Wage									
Discrimination	During work									
	Redundancy and dismissal									
Child Labor	Dangerous work and employment									
	Minimum age									
	Working hours and conditions									
	Employment of young workers									
Forced Labor	Deposits and papers									
	Forced overtime									
	Human trafficking									
Freedom of association	Freedom of association and collective bargaining									
	Conflict with local law									
Suppliers in countries with high human rights risks										
Community										
Resources	Use of natural resources									
Society and government										
Relations with governments	Bribery and corruption									
	Countries with high human rights risks									

Mindful of the potential human rights issues in the Group, we have covered the groups at risk of human rights issues indicated below in the questionnaire of our human rights assessment.

- Our employees
- Our customers
- Our business partners (including third-party contracted labor)
- Children
- Local communities
- Other stakeholders

Corporate activities to respect human rights for;

1. Employees:

We provide to our employee with training program to aware the human rights issues

2. Business partners:

We provide to our business partners with Guidebook “Developing Cooperative Business Practices with Suppliers and Business Partners” and hold briefing sessions to aware the human rights issues.

3. Local communities:

We provide all stakeholders with sustainability by providing our products and services
We also promote CSR activities, and the kinds of actives are selected based on local demands.