

Tokai Carbon Group

Global Policy on Human Rights

The Tokai Carbon Group believes that consideration for human rights is particularly important for realizing its corporate philosophy of “Ties of Reliability.”

Based on the Universal Declaration of Human Rights (UDHR), the Guiding Principles on Business and Human Rights and other international regulations on human rights established by various treaties, etc. of the International Labour Organization (ILO), we understand human rights issues properly from a corporate standpoint, embed an awareness of “respect for fundamental human rights” within our group, and promote the building of bright and lively societies.

This Policy provides specific guidelines regarding “respect for human rights” within our group, applies them to all employees and business sites, and requires our business partners to comply with it.

1. Compliance with laws and regulations

Our group complies with the laws and regulations of the countries and regions in which it operates, and if there is any conflict between the laws of those countries and regions and international human rights regulations, etc., it seeks ways to respect international human rights regulations, etc.

2. Prohibition of discrimination

Our group prohibits workplace discrimination on the basis of race, skin color, national origin, sex, sexual orientation, age, language, religion, political or other opinions, property, disability, descent or other social status or any similar grounds and guarantees equal opportunities in employment and work.

3. Prevention of child labor and slave labor

Our group prohibits child labor and slave labor such as human trafficking, forced labor and bonded labor in its business activities in all countries and regions.

4. Support for basic labor rights

Our group respects the freedom of association, the right to organize and the right to collective bargaining of workers, and other basic labor rights, and does not prevent employees from lawfully exercising their rights.

5. Reduction of excessive working hours and securing right to wages

Our group strives to reduce excessive work hours and to provide a living wage that not only meets the legal requirements of the countries in which it operates, but also ensures a basic standard of living.

6. Health and safety standards

Our group places the highest priority on ensuring the safety and health of its employees in the workplace, complies with the laws and regulations of each country and region concerning occupational safety and health, and maintains an environment that takes into consideration the prevention of accidents and disasters.

7. Prohibition of harassment

Our group recognizes that harassment in the workplace is an act that damages the dignity of an individual and has a negative impact on human relations in the workplace, worker's motivation, and the reputation of a company, and strives to prevent harassment.

8. Respect of privacy

In order to protect the privacy of individuals, our group complies with the relevant laws and regulations of each country and region with respect to the handling of personal information, and endeavors to prevent information leakage and loss.

9. Prevention and mitigation of negative impacts on human rights

Our group strives to identify and prevent or mitigate negative impacts on human rights through human rights due diligence mechanisms and consultation with stakeholders. We also report on our efforts to respect human rights through various reports.

10. Response to human rights violations

In order to prevent human rights violations, our group continues to provide company-wide education and training, and if it is discovered that we have caused or contributed to human rights violations in our business activities, we promptly make efforts to remedy the situation.

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