

Human Rights

In line with “KDDI Code of Business Conduct (Basic Principles)”, KDDI strives to encourage respect for human rights within its management activities.



Our Approach on Human Rights

The “KDDI Code of Business Conduct” defines our basic principles on maintaining respect for human rights and individual characteristics throughout all our business activities. The guideline celebrates the diverse values of our employees, clearly prohibiting discrimination on the basis of such factors as gender, age, race, place of birth, religion, or disability, as well as any behavior that disrespects human rights, such as violence, sexual harassment, and power harassment.



Boosting Employment Opportunities

Promoting Employment Opportunities at Special Subsidiary KDDI Challenged Corporation

We set up KDDI Challenged Corporation in 2008 to further expand employment opportunities for people with disabilities.

The company strives to instill in employees with disabilities the awareness of what they can achieve. With a working environment tailored to the needs of these individuals, KDDI Challenged seeks to create and expand the types and scope of activities of each of its employees.

As of March 2012, the company employed 30 people with disabilities. Among the business that these employees handled under contract from the KDDI Group are the disassembly of mobile phone handsets, performing maintenance on business mobile phones, handling accounting procedures, PC kitting*, facility maintenance, and Refresh Room operations.

During FY2011, the company supported special-needs schools’ educational programs by accepting 41 interns.

As part of our group training for new KDDI Group employees, we provide recruits with an opportunity to work with people with disabilities by having them work for a time at KDDI Challenged.



Mobile phone handset disassembly

* The process of setting up a PC operating system, installing applications, and other activities

Creating Sound Labour —Management Relations

Signing a Union Shop Agreement

KDDI works with the KDDI Workers Union to promote employee welfare and social development under the banner of “Building a better KDDI.” We meet regularly to deliberate a host of issues related to improving the working environment and strive to create sound labour-management relations.

To encourage even better relations between employees and management, in December 2012 we signed a “Union Shop Agreement.” This accord makes membership in the KDDI Workers Union mandatory for all employees, except for managers and non-regular employees.

Efforts to Eliminate Information Disparities

Developing Internet Business in Bangladesh

In 2009, KDDI took a stake in BRACNet and began taking part in operations as part of its efforts to develop Internet business in Bangladesh. Although experiencing rapid economic growth, Bangladesh currently has a poverty rate of more than 30% and a literacy rate of around 50%.

Under these conditions, BRACNet aims to contribute to Bangladesh’s development through Internet operations. In addition to standard Internet services, the company operates e-hut, a franchised Internet café business that currently extends to some 50 locations. People who are not able to purchase PCs or enter into Internet service agreements can access the Internet via e-hut, putting them in touch with the rest of the world. In addition, e-hut provides PC training, thereby helping to educate the young people who hold the key to Bangladesh’s future.

Going forward, we will continue to enhance the appeal of these facilities by improving their services and increasing the number of locations.



PC training in process