

Human Rights

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



▶ Human Rights Initiatives

All employees respect human rights and privacy based on the “KDDI Code of Business Conduct,” which prescribes respect for human rights and individuality in all our business activities, and we aim to be a workplace that embraces diverse values.

Human Rights Initiatives

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.

* The KDDI Code of Business Conduct is based on respect for basic human rights and equal human rights.

In relations with government offices inside and outside Japan and with governmental companies inside and outside Japan, any behavior deemed to be back-scratching or collusive (such as bribery, entertaining and illegal political donations) is forbidden.



KDDI Code of Business Conduct Handbook

[KDDI Code of Business Conduct \(Basic Principles\)](#)

Edification Activities

The guiding principle “KDDI Philosophy” forms the basis of the code of conduct established for KDDI group companies in Japan and is shared throughout the group for edification.

As part of its aim to prevent all sorts of harassment, including sexual harassment, KDDI has developed and distributed the “Harassment Prevention Guidebook” and has provided information over the Company intranet. In addition, we set up the “Sexual Harassment Hotline” operated by a third-party professional counselor who receives reports and consultation requests. We ensure that consultants and reporters remain secret so that no detriment is caused to these individuals.

[Business Ethics Helpline](#)

Human Rights Education

- ▶ [Sponsorship and Participation in Conference on CSR and Risk Management](#)
- ▶ [Support for LGBT](#)
- ▶ [Social Dialogue \(Creating Sound Labor–management Relations\)](#)