

Human Rights

Policy

Our Approach on Human Rights

KDDI understands the Universal Declaration of Human Rights and the Declaration of the International Labour Organization on Fundamental Principles and Rights at Work as the most fundamental policy relating to human rights. Based on this view, we endeavor to fulfill our duty to respect human rights by referring to the United Nations Guiding Principles on Business and Human Rights.

Message from Executive Officer

With the recent establishment of standards such as the United Nations Guiding Principles on Business and Human Rights and the Guiding Principles Reporting Framework, companies are required to follow international guidelines on human rights issues. Our KDDI Group Human Rights Policy addresses these social demands by clearly defining standards aimed at strengthening our efforts in human rights, for the entire group and all our business partners.

As a player in the ICT industry, KDDI considers a wide variety of issues related to human rights, ranging from the customer's right to privacy and freedom of expression, to the handling of government requests for customer information in order to perform legitimate law enforcement activities.

Based on this policy, KDDI will proactively conduct education activities for employees to promote the understanding of human rights issues in our business activities, while working to address these issues.



Akira Dobashi
Executive Officer, CSR
Environmental Sustainability
General Manager, General
Administration & Human
Resources Division

The KDDI Code of Business Conduct, which serves as a guideline for the behavior of officers and employees, defines our basic principles on maintaining respect for human rights and individual characteristics throughout all our business activities.

In March 2016, the new KDDI Group Human Rights Policy was established. As a complement to the KDDI Code of Business Conduct, this policy stipulates that all companies in the KDDI Group shall respect human rights through efforts such as recognizing the importance of the Universal Declaration of Human Rights and other international standards, avoiding or reducing any negative impacts on human rights, and promoting human rights enlightenment activities.

In addition, the KDDI Guidelines for CSR in Supply Chain, which KDDI established in March 2016, defines standards pertaining to human rights and labor, such as prohibiting forced labor, inhumane treatment, child labor, and discrimination, which our business partners are obliged to understand and implement.

Infusion

Edification Activities for Employees

The guiding principles of The KDDI Group Philosophy and KDDI Code of Business Conduct form the basis of the code of conduct established for KDDI group companies in Japan, and they are shared throughout the group for edification.

In FY2015, KDDI continued to provide the e-learning classes from the previous fiscal year, which focused on the themes of sexual harassment and power harassment.

KDDI is also striving to educate employees on preventing all forms of harassment, including sexual harassment, through efforts such as publishing the Harassment Prevention Guidebook on the company intranet. In addition, KDDI has set up a Harassment Counseling Office


staffed by third-party professional counselors, as well as an Employee Counseling Center staffed by in-company counselors, within the Human Resources Department. Furthermore, KDDI maintains a strict level of confidentiality to ensure that individuals who seek counseling or report harassment do not suffer any adverse consequences.

Activity and Results

Participation in Global Conference on Business and Human Rights


Since FY2013, KDDI has participated in the Global Conference on Business and Human Rights (formerly the Conference on CSR and Risk Management) organized by Caux Round Table Japan and the United Nations Working Group on the Issue of Human Rights and Transnational Corporations and Other Business Enterprises.

At the conference in FY2015, KDDI participated in workshops focusing on the importance of involving stakeholders in global human rights efforts, as the values around the world continue to change. In addition, a variety of individuals who are actively involved in efforts related to business and human rights gave presentations on the latest trends and case examples in countries around the world.

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

 [Link Website](#)
KDDI Group Human Rights Policy

 [Link Website](#)
KDDI Guidelines for CSR in Supply Chain (Japanese)

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Business Ethics Helpline