

Human Rights

Policy

KDDI Group

KDDI's Approach (Human Rights)

As our value chain spreads on a global scale, we are taking a greater interest in respecting human rights, and in the influence our business has on the international community. KDDI makes efforts to avoid discrimination based on race, creed, gender, social status, religion, nationality, age, sexual orientation, or mental health condition, as well as revising and eliminating labor practices that violate human rights, such as forced labor and child labor. In recent years, we are also conscious of human rights risks characteristic of the ICT industry, including the protection of personal information, privacy violations, and the expected role of the ICT industry in problem-solving, and will continue to fulfill our social responsibility.

System

KDDI Group

Human Rights Initiatives

The KDDI Group considers the International Bill of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work to be the most essential policies with regards to human rights. The KDDI Code of Business Conduct, which serves as a guideline for the behavior of executives and employees, defines our basic principles on maintaining respect for human rights and individual characteristics throughout all our business activities, and we carry out initiatives while consulting the United Nations Guiding Principles on Business and Human Rights. Our KDDI Group Human Rights Policy, established in 2016, declares our efforts to respect international standards such as the Universal Declaration of Human Rights in all group companies, as well as to prevent and reduce negative human rights influences and promote human rights educational activities in all group companies. In addition, the KDDI Guidelines for CSR in Supply Chain defines our prohibitions against forced labor, inhumane treatment, child labor, discrimination, etc., which our business partners are requested to understand and implement.


[Link](#)
Page_09

Human Rights Subcommittee


[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)

Message from Executive Officer

In addition to the establishment of the United Nations Guiding Principles on Business and Human Rights, the Sustainable Development Goals (SDGs), which proclaim world reform, discuss eliminating human rights differences, and more focus is being placed on corporations' human rights measures.

In response to these social requests, the KDDI Group promotes strengthening efforts toward human rights group-wide and with all business partners in compliance with the KDDI Group Human Rights Policy. We are also making efforts toward raising the empowerment of each and every employee by promoting women's careers as well as continuing general improvement toward LGBT issues both internally and externally.

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

Human Rights

Activity

KDDI Group

Edification Activities for Employees

KDDI and KDDI's domestic group companies conduct awareness education for human rights based on the KDDI Code of Business Conduct. In FY 2016, we performed educational activities such as e-learning about response to LGBT individuals (targeting all employees), distribution of code of conduct email newsletters, and publication of the "Harassment Prevention Guidebook" to the intranet.

KDDI has established a Harassment Counseling Office staffed by third-party professional counselors and an Employee Counseling Center staffed by in-house counselors within the Human Resources Department. We maintain a strict level of confidentiality to ensure that all stakeholders can seek counseling and report harassment without suffering any adverse consequences.

In FY2016, the Human Resources Department received 11 reports of harassment.


[Link](#)
Page_80

Support for LGBT


[Link](#)
Page_66

Regulations for Internal Reporting Process
(Business Ethics Helpline)

Activity

KDDI

Strengthening Further Efforts in Business and Human Rights

In order to further respond to social expectations for human rights due diligence and other efforts required for global companies, KDDI participates in various initiatives to clarify human rights issues that require response, and this is reflected in the revision of our company's initiatives and discussion of policies.

■ Business and Human Rights Conference

In September 2016, KDDI participated in the Global Conference on Business and Human Rights organized by Caux Round Table Japan and Institute for Human Rights and Business and Business & Human Rights Resource Centre.

■ BSR (Business for Social Responsibility)

KDDI has been a member of BSR since 2014, participating in BSR conferences on human rights and other sustainability issues, and we utilize what we gained from exchanging opinions with a diverse range of companies and organizations in promoting our initiatives.