

Respect for Human Rights

Casio established the Casio Group Basic Policy on Respect for Human Rights on July 1, 2014. Casio strives to raise awareness of human rights while thoroughly implementing the policy throughout the group. Casio is also creating a framework for human rights due diligence.

Policy on Respect for Human Rights

Casio recognizes respect for human rights as an important CSR issue as it continues to expand its business globally. Accordingly, it is stepping up its efforts in this area based on international norms relating to human rights.

Since December 2010, Casio has been a signatory to and participated in the UN Global Compact, which consists of 10 principles related to human rights, labour, environment, and anti-corruption advocated by the United Nations. Moreover, Casio long ago spelled out its commitment to the prohibition of discrimination, the prohibition of child and forced labor, and the prohibition of harassment in the Casio Group Code of Conduct and put that commitment into practice. In June 2013, as part of an overall reconsideration of the content of the code, Casio revised its Code of Conduct, explicitly stating a commitment to uphold and respect international norms relating to human rights, such as the Universal Declaration of Human Rights, and to respect basic labor rights.

Recognizing the importance of ensuring effectively functioning global governance related to respect for human rights going forward, Casio held dialogues with group employees outside Japan and experts^{*1} in the process of drafting the Casio Group Basic Policy on Respect for Human Rights. The policy specifies, among other things, the group's commitment to supporting and respecting international codes of conduct for human rights, including the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenant on Economic, Social and Cultural Rights (ICESCR)), the International Covenant on Civil and Political Rights (ICCPR), and the Declaration on Fundamental Principles and Rights at Work from the International Labour Organization (ILO). It also specifies the group's commitment to carrying out initiatives related to respect for human rights based on the UN's Guiding Principles on Business and Human Rights and to continuously performing human rights due diligence^{*2} after the framework for that purpose is established. From here on, Casio will thoroughly communicate this policy throughout the group and carry out initiatives in accordance with it.

Casio's codes and policies are reviewed on a regular basis. On November 1, 2016, they were partially revised based on changes to international norms concerning human rights that affect the Casio Group, including enforcement of the UK's Modern Slavery Act in 2015. Going forward, Casio employees will be made thoroughly aware of these revised codes and policies and various initiatives will be taken.

Casio also recognizes the importance of spreading the idea of respect for human rights outside its organization together with its entire supply chain. All suppliers have been made aware of Casio's Supplier Guidelines, which clearly mandate respect for human rights and prohibit discrimination. In addition to requesting compliance, Casio strives to verify implementation using questionnaires and other means.

^{*1} See the feature story, "[Casio's Commitment to Human Rights](#)" in the 2013 Sustainability Report for details.

^{*2} Human rights due diligence refers to the continuous process for recognizing, avoiding and mitigating any negative impacts Casio has on society using preventative means.

[Casio Group Code of Conduct](#)

[Casio Group Policy on Human Rights](#) (PDF / 42.1KB)

[Responsibilities to Suppliers](#)

Checking for human rights issues

Casio has been taking stock of human rights issues since 2012, using ISO 26000 as a guide. In order to strengthen its due diligence, Casio sought the advice of experts and, in February 2014, created its own tool for checking the status of human rights, taking the Danish Institute for Human Rights' Human Rights Compliance Assessment Quick Check as a reference. Casio will use the new tool to make effective assessments and conduct education relating to human rights. Using the tool, Casio took stock of the status of initiatives addressing human rights issues at Casio Computer Co., Ltd. and at group companies in and outside Japan in fiscal 2015. The secretariat performed issue analysis based on the gathered data, and the results were provided as feedback to the group companies.

In fiscal 2017 and beyond, Casio will check for human rights issues at all group production companies, and then at Casio Computer Co., Ltd. and all group sales companies, alternating year by year. In fiscal 2017, a human rights checkup was conducted at eight group production companies and feedback was provided by the secretariat. Going forward, each site will make improvements based on the feedback by applying the PDCA cycle, in order to enhance human rights due diligence throughout the group.

Education and awareness raising

Casio provides internal education for Casio Computer Co., Ltd., and group companies in and outside Japan, in order to instill awareness of respect for human rights. The annual CSR learning program conducted in August 2014 focused on respect for human rights as an important topic. Participants studied documents such as the Casio Group Basic Policy on Respect for Human Rights established in July 2014, and the UN Guiding Principles on Business and Human Rights. The program also evaluated the employee comprehension of the material. Meanwhile, Casio invited Keiichi Ushijima, CCaSS Leader at Ernst & Young Japan, to the CSR Committee meeting in May 2015. He gave a lecture entitled, "Business and Human Rights," and discussed the background and global trends concerning the growing importance of human rights in business, as well as how Japanese companies should approach human rights issues in a global era. His lecture included human rights issues he had encountered in the past, and his experience dealing with them. The talk enabled the committee to further deepen its understanding of human rights for business. In addition, education on human rights is conducted during training sessions at Casio Computer Co., Ltd., for new hires as well as before and after promotions or appointment as a manager.

Casio Computer Co., Ltd., welcomed Hideki Matsuoka, a specially appointed researcher at the Asia-Pacific Human Rights Information Center, to the CSR Leaders Meeting held in May 2016. He gave a lecture entitled, "Companies and Human Rights," and discussed what human rights issues in CSR are and what kind of philosophy "business and human rights" is. This was followed by group work in which participants discussed potential human rights challenges in Casio's business activities, considering the whole value chain. Afterward, Gon Matsunaka, representative of the non-profit "good aging yells," gave a lecture about lesbian, gay, bisexual, and transgender (LGBT) issues, which is an area of human rights concern. The talk enabled attendees to acquire a better understanding of the LGBT community. The CSR leaders who participated in this CSR Leaders Meeting are feeding what they learned back to their respective departments in an effort to spread understanding of the issues discussed.

As a member of the Human Rights Due Diligence Subcommittee of the Global Compact Network Japan (GCNJ), Casio gave a lecture on its human rights initiatives to this subcommittee and to the Human Rights Education Subcommittee, in fiscal 2017. Like this, Casio is also implementing external educational activities concerning the respect for human rights and human rights due diligence.

Preventing sexual harassment and power harassment

Casio has stipulated in the Casio Group Code of Conduct that it will not engage in any acts that ignore individuality, and will not countenance sexual harassment and power harassment. The company has issued Guidelines to Prevent Sexual Harassment and established a hotline. A full-time hotline officer is available to respond to issues raised by telephone, fax, e-mail and postal mail, demonstrating Casio's determination to prevent harassment and quickly address any issues which arise. Moreover, in its employment regulations, Casio has specified that persons who commit sexual harassment or power harassment will be subject to discipline. Awareness of preventing harassment is especially stressed in training sessions for managers.

Establishment of employee hotline

Casio has established a special hotline on the company's intranet for employee concerns and inquiries on corporate culture, human relations, pay and working conditions. Additionally, the Whistleblower Hotline provides consultation about and responds to reports of human rights infringements.

[Whistleblower Hotline](#)