

Respect for Human Rights

Approach

Social Background

In recent years, human rights have become a major social issue. This includes the problem of conflict minerals in the supply chain, child labor, forced labor, and the occurrence of accidents due to poor working environments. In this situation, Casio recognizes that corporations are expected to address human rights issues in accordance with international standards such as the United Nations' Guiding Principles on Business and Human Rights.



Risks and Opportunities for the Casio Group

An inadequate response to human rights issues can develop into serious management risks such as significant decline in corporate brand value, product boycotts, and suspension of business transactions by suppliers. Casio recognizes respect for human rights as an important CSR issues as it continues to expand its business globally and will continue to step up initiatives in this area based on international norms related to human rights.

Policy

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.

Other than the above, Casio has identified the following as the current priority issues related to human rights in this policy.

Casio Group Priority Issues Related to Human Rights

(1) Elimination of discrimination, (2) prohibition of child labor and forced labor, (3) respect for basic labor rights, (4) appropriate payment of wages and management of working hours, (5) respect for diversity, (6) support for achieving work-life balance, (7) ensuring a safe workplace environment and support for promoting health

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.

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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](#)

Management Approach

System

Initiatives on respect for human rights are promoted led by the Sustainability Promotion Department, the Human Resources Department, and the Supply Chain Control Unit.

KPI and Performance for Material Issues

Evaluation ◎: All targets met, ○: Most targets met, △: Remaining issues outweigh results, ×: No progress made

FY2018 Targets and KPI	FY2018 Performance	Evaluation	FY2019 Targets and KPI
Check human rights issue and implement feedback: All sales group companies (100%)	Checked human rights issue and implemented feedback: Implemented at all 29 sales companies (100% complete)	○	Check human rights issue and implement feedback: All production group companies (100%)
Implement human rights education for CSR leaders: Casio Group companies in Japan (100%)	Implemented human rights lecture and workshop by international human rights NGO, Amnesty International, on December 2017 at a leader meeting for group companies in Japan (94% completion from attendance rate)	○	Implement human rights education for CSR leaders: Casio Group companies in Japan, along with CSR leader replacement (100%)
Develop a grievance mechanism a) In Japan: Raise awareness b) Outside Japan: Ascertain current situations and create grievance handling mechanisms	Carried out education at all group companies, mainly through e-learning, in order to raise awareness of the whistleblower hotline in April 2017	○	Develop a grievance mechanism; establish the mechanism and put into full operation

Activity Results

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 2018, a human rights checkup was conducted at 29 group sales companies and feedback was provided by the secretariat.

In the fiscal 2018 checkup, the total number of non-compliant items decreased from 180 in 2014 to 48 for the same assessment items, resulting in the assessment that 132 improvements had been made.

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 inside and outside Japan in order to spread awareness about respect for human rights. In fiscal 2018, education was provided on the Casio Group Basic Policy on Respect for Human Rights and the human rights of the people around us, taking up "respecting human rights" as one of Casio's material issues (priority CSR issues) as part of the annual CSR learning program. The program also evaluated the employee comprehension of the material.

In addition, Casio Computer Co., Ltd. and group companies in Japan held the CSR Leaders Meeting, which was attended by 113 employees, in December 2017 and invited in Yoko Doi from Amnesty International Japan, an international human rights NGO. She gave a lecture entitled Considering the Connections between Business and Human Rights and conducted workshops on specific human rights issues such as the workplace and the supply chain. Following the workshops, the CSR leaders expressed opinions that included, "I felt that gaining awareness is important in respect for human rights," and "I was able to understand the points of view in thinking about respect for human rights" as well as "I realized that human rights are very immediate issues in the workplace and in business." The CSR leaders who participated in this CSR Leaders Meeting are feeding the content back to their respective departments in an effort to spread awareness and understanding of the issues.



Human rights lecture

In addition to this, as a member of the Human Rights Due Diligence Subcommittee of Global Compact Network Japan (GCNJ), Casio promoted understanding of respect for human rights and human rights due diligence in fiscal 2018.

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](#)