

Promote Management that Respects Human Rights

Policies and Strategies

Amid growing social attention to human rights, the Furukawa Company Group must conduct its business activities with respect for human rights to fulfill its social responsibilities and achieve sustainable corporate growth. For this reason, our Group has identified “Promote management that respects human rights” as a Materiality (Key Issue).

In accordance with the United Nations Guiding Principles on Business and Human Rights, we established the Furukawa Company Group’s Human Rights Policy, which was approved by the Board of Directors in 2023. We disclosed this policy on our corporate website in both Japanese and English to inform stakeholders in all countries and regions. We also ask our suppliers and other business partners to support this policy and respect human rights. For employees, we aim to raise awareness of human rights by educating them about business and human rights, including the Group’s Human Rights Policy, through internal newsletters and training sessions.

In the Furukawa Company Group’s Human Rights Policy, the Furukawa Company Group’s Charter of Corporate Conduct, and the Furukawa Company Group’s Code of Conduct for Officers and Employees, the Group states its commitment to respecting the human rights of all people, forbidding child labor and forced labor, and rejecting discriminatory treatment, behavior, and speech with regard to nationality, race, gender, age, faith, religion, social status, disability, and so on. In these ways, we emphasize business activities that respect human rights.

The Group recognizes the diverse values of individuals and, in order to foster a rewarding corporate culture free from human rights violations and discrimination and grounded in fair evaluation, strictly prohibits all forms of harassment and discrimination. We also respond firmly to harassment and discriminatory behavior in accordance with internal regulations.

[!\[\]\(e3f8612927870f2e0f9f5989e6dd3064_img.jpg\) Furukawa Company Group’s Human Rights Policy](#)

[!\[\]\(003082e50e3009141f59bd5df831749f_img.jpg\) The Furukawa Company Group’s Charter of Corporate Conduct](#)

[!\[\]\(17413706fd4997a1a4bdf85c6864eee1_img.jpg\) The Furukawa Company Group’s Code of Conduct for Officers and Employees](#)

Governance Framework

The Furukawa Company Group is advancing its human rights initiatives under the supervision of the Board of Directors. Furthermore, we established the cross-lateral Human Rights Risk Sectional Meeting under the Risk Management Committee, which is chaired by the director in charge of the Sustainability Promotion Department. The Human Rights Risk Sectional Meeting is responsible for investigating, deliberating, and drafting proposals on human rights issues, which are then reported to and submitted for consideration by the Risk Management Committee. The Committee reviews these proposals and reports them to the Board of Directors for consideration.

Risk Management

The Human Rights Risk Sectional Meeting, established under the Risk Management Committee, is responsible for evaluating and identifying human rights risks and addressing any negative impacts on human rights.

Metrics and Targets

FY2024 Targets:

- Conduct human rights due diligence
- Human rights training sessions: At least once a year

FY2024 Results:

- Considered measures to enhance human rights risk assessment accuracy
- Number of human rights training sessions: 6

[!\[\]\(1f56542a42e2413e44a2b2023033aa2e_img.jpg\) Supply Chain Management \(P.39\)](#)

Initiatives

As part of our core business processes, we are working to establish a human rights due diligence framework that continuously identifies, assesses, and mitigates potential negative impacts on human rights. To this end, we also engage in dialogue with relevant stakeholders.

Human Rights Risk Assessment

In fiscal 2023, the Furukawa Company Group conducted desktop analyses to identify and assess human rights risks. We focused particular attention on occupational safety and health, harassment, human rights related to the environment and climate change, and human rights in the supply chain. These issues were discussed by the Human Rights Risk Sectional Meeting and the Risk Management Committee. To improve the accuracy of the previous desktop analysis results, in fiscal 2024 we formulated a plan to enhance the analysis process, which will be implemented in fiscal 2025.

The Human Rights Risk Sectional Meeting meets twice a year to continuously evaluate risks related to human rights. In addition, we are working steadily to expand the scope of our CSR survey, which previously focused on domestic suppliers and included human rights matters, to include suppliers of overseas subsidiaries with production bases.

Preventing Child Labor and Forced Labor

The Furukawa Company Group's Code of Conduct for Officers and Employees stipulates that they will not engage in child labor or forced labor, and that they will demand that their business partners do not engage in such practices. When hiring, we ask applicants to submit documents required by employment regulations and thoroughly check applicants' age and other relevant information.

Reducing Excessive Working Hours

The Furukawa Company Group is working to reduce overtime and optimize working hours to ensure the sound mental and physical health of its employees and help them achieve a good work-life balance.

Preventing Harassment (Harassment Training for Management-Level Employees)

The Furukawa Company Group's Policy on Measures to Prevent and Eliminate Harassment in the Workplace includes (1) definition of harassment, (2) scope of application, (3) responsibilities of superiors, (4) cooperation of employees, (5) consultation and complaint handling contact point, (6) prohibition of prejudicial treatment, (7) confidentiality obligation, and (8) disciplinary actions. In addition, we provide training for management-level employees on the Group's harassment responses, including examples of harassment, reporting and measures to be taken when a case of harassment is identified, and consultation services, with the aim of preventing harassment.

Human Rights Training

In fiscal 2024, the Furukawa Company Group conducted a total of six human rights training sessions tailored by level and target group—such as new employees, newly appointed managers, and the Purchasing Department. The purpose of these sessions was to instill the principles of our Human Rights Policy among employees and promote the understanding needed to put respect for human rights into practice. We are also working to raise awareness of human rights by providing education about business and human rights, including our Human Rights Policy, through internal newsletters and educational videos. The training covers not only our Human Rights Policy and business and human rights but also harassment and discrimination related to persons with disabilities and LGBTQ individuals.



Human rights training session

Whistleblowing System

The Furukawa Company Group has introduced a whistleblowing system to facilitate the early detection and correction of compliance violations, including issues related to respecting human rights and prohibiting discrimination. Reporting and consultation channels are available both internally and externally (law office). It is prohibited to seek out whistleblowers and/or treat them unfavorably on the grounds of having made a report. If it becomes clear that the Group has caused or been part of any negative impact on human rights, it will work to remedy the situation through appropriate procedures.