

Human Rights

Approach to Human Rights

NHK Spring states its commitment to protect human rights, advocate diversity, care for others, and nurture people in the NHK Spring Basic Global CSR Policy and works to take the actions below.

1. Respect human rights

We will respect human rights in all of our business activities and take no actions to harm the character or dignity of any person by recognizing the morals and principles of each individual.

2. Prohibit discrimination

We will never discriminate based on nationality, creed, gender, social status, religion, age, or mental or physical disability.

3. Prohibit child and forced labor

We will never allow any type of child labor or forced labor in any of our business activities.

Initiatives to Promote the Active Participation of Diverse Human Resources

NHK Spring states its commitment to contribute to the development of an affluent society by always taking new approaches and fostering growth with action in the corporate philosophy. As a means to follow through with this commitment, we will promote a wide range of initiatives for the purpose of helping each and every person fully utilize their character and skills regardless of age, gender, nationality or disability.

Participation in Woman Act Kanagawa Prefecture Initiative

As a company deeply rooted in Kanagawa actively promoting the active participation of women, NHK Spring has been involved in the Woman Act Kanagawa Prefecture Initiative since September 2016. We engage in activities to reform social senses, such as sending lecturers to prefectural high schools through the Kanagawa Women in Sciences Encourage Program while striving to support the active participation of female employees according to the General Employer Action Plan for the Act on Promotion of Women's Participation and Advancement in the Workplace. The movement expansion meeting held every year by Women Act deepens interactions with other member companies while introducing initiatives of each company and providing an exchange of ideas about promoting the active participation of women.



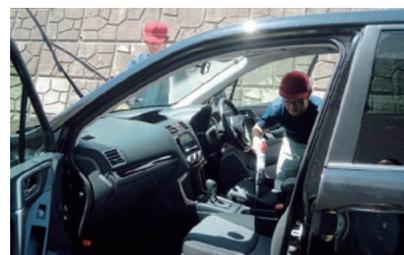
All member companies at the Women Act movement expansion meeting held on November 22, 2018; Senior Corporate Officer and Human Resource Manager Hidesumi Yoshimura is third from the left in the back row.

Transport, both group companies, have been working as special group subsidiaries toward improving the employment ratio of those with disabilities.

Change in employment rate of people with disabilities (%)

	FY2015	FY2016	FY2017	FY2018	FY2019
Employment rate	2.14	2.10	2.28	2.34	2.29

As of the end of March 2019, these companies have established six offices—three in Kanagawa Prefecture, two in Nagano Prefecture, and one in Shiga Prefecture—where 66 people with disabilities are working delightfully. In fiscal 2018, 54 people from local special education schools and corporations participated in training. A total of 297 people from various corporations, schools, and related government officials visited and toured our facilities.



Cleaning an NHK Spring corporate vehicle

Employing the people with disabilities

Our company group aims for the people with and without disabilities to work together for 'achieve potentials,' 'becoming an independent member of society,' and 'coexisting with society.'

We established Nippatsu Harmony Co., Ltd. as a Special Subsidiary Company in April 2002 to employ people with disabilities, as a corporate social responsibility and contribution to local communities. Since March 2009, NHK Sales and NHK

Holding LGBT (sexual minority) seminars

NHK Spring held an LGBT seminar for management in charge of general affairs in December 2018. Participants listened to external lecturers instruction and learned about the proper treatment and correct information about LGBT to gain a greater depth of understanding to build a workplace friendly to everyone.