

# 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.

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|------------------------------------|--|
| 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, race, ethnicity, creed, philosophy, gender, social status, religion, age, sexual orientation, gender identity, mental or physical disability, illness or place of origin. |
| 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


This is an organization formed by Kanagawa Prefecture and companies deeply rooted in Kanagawa that earnestly promotes the active participation of women. NHK Spring joined the Woman Act Kanagawa Prefecture Initiative in 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 Woman 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.



A movement expansion meeting held on Nov. 7, 2019.  
Fourth from left, back row: Hidefumi Yoshimura, then Senior Corporate Officer and Director of Human Resource Dept.

#### Ratio of women college graduates hired into promotion-track full employment positions (%)

	FY2017	FY2018	FY2019
Employment rate	8.0	10.3	14.6

 Post-maternity leave workplace return rate: **100%**

 Average years of service for women: **16.3** years

### Employing the people with disabilities

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

#### Transition in employment rate of people with disabilities (%)

	FY2016	FY2017	FY2018	FY2019	FY2020
Employment rate	2.10	2.28	2.34	2.29	2.43

As of the end of March 2020, these companies have established seven offices—three in Kanagawa Prefecture, three in Nagano Prefecture, and one in Shiga Prefecture—where 69 people with disabilities are working delightfully.

### Holding LGBT (sexual minority) seminars

In July 2019, NHK Spring held LGBT seminars for health promotion managers at each business site. Presentations were made by external lecturers, enabling participants to learn about proper workplace considerations and accurate LGBT information, thereby gaining a deeper understanding toward building workplaces friendly to everyone.



Group discussions were also held to deepen understanding