

共通項目 / Overall Human Rights Risk Management

Availability of a hotline for employees to confidentially report cases that may conflict with the Global Human Rights Policy

グローバル人権方針に抵触し得る事案を通報・相談する窓口の設置

Process to Inform all employees how to access the hotline

全従業員に対する通報・相談窓口利用方法の周知にかかるプロセス

Defined process, rule, or regulation to protect the reporters from disciplinary actions or retaliation

通報・相談窓口の通報者や相談者の保護にかかる方針

Defined process, rule, or regulation for corrective measures, including disciplinary actions, regarding identified cases that may conflict with the Global Human Rights Policy

グローバル人権方針に抵触しうる事案に対応する懲戒規程、方針

Process to monitor the implementation status of your policies, rules, and regulations based on the Global Human Rights Policy and its Implementation Guideline across operational sites

拠点におけるグローバル人権方針および実行ガイドラインの遵守状況のモニタリングにかかるプロセス

強制労働 / Forced Labor

Process to explain employment condition and job assignment prior to employment

採用前の雇用条件・就業内容の説明にかかるプロセス

Defined process, rule, or regulation to prevent debt labor

債務労働防止にかかる方針

Defined process, rule, or regulation regarding working hours and overwork time

所定労働時間及び所定時間外労働時間にかかる方針

Defined process, rule, or regulation regarding break time (lunch break) and rest days

休憩時間及び休日にかかる方針

Defined process, rule, or regulation to prohibit employer to retain the original copy of IDs/passport/work permit of all employees

会社側によるすべての従業員のパスポート/身分証明書/労働許可証の原本保持の禁止にかかる方針

Defined process, rule, or regulation to prohibit employers to limit the freedom of mobility of all employees during off-duty すべての従業員の労働時間外の移動の自由を制限することを禁止する方針

Defined process, rule, or regulation to prohibit detrimental treatment or dismissal on grounds of pregnancy or childbirth against all employees すべての従業員に関し、妊娠や出産を理由とする解雇や不利益な扱いの禁止にかかる方針
Child Labor and Young Workers/児童労働・若年労働者
Defined process, rule or regulation regarding the minimum age for employment 最低雇用年齢にかかる方針
Defined process, rule or regulation to prohibit the hazardous labor by employees under the age of 18 18歳未満の危険有害労働禁止にかかる方針
Defined process, rule or regulation regarding employment conditions and rules for interns, trainees and student workers インターン、研修生及び学生労働者の雇用条件にかかる方針
Process for age verification 年齢確認のプロセス
差別・DE & I/ Discrimination/DE&I
Process to monitor national laws and regulations on non-discrimination and equal opportunity 差別を行わないこと及び機会均等に関する国内法令を確認するプロセス
Defined process, rule or regulation to prohibit any discrimination in hiring, promotion, pay, benefits, and training based on race, ethnicity, color, nationality, gender, sexual orientation, gender identity and/or expression, age, language, religion, creed, social status, family structure, disability, or any other status. 雇用、昇進、待遇および研修機会における人種、民族、肌の色、国籍、性別、性的指向、性自認／性的表現、年齢、言語、宗教、信条、社会的立場、家族構成、障害、その他の個人の属性を理由とする差別の禁止にかかる方針
Confirmed cases related to discrimination and unfair treatment that occurred in the last 12 months and the status of the cases 過去 12 か月間に確認された差別や不公平な扱いにかかる事案の件数と対応状況
Process to identify, respond, mitigate and report the cases related to discrimination and unfair treatment 差別や不公平な扱いにかかる事案の特定、対応、是正、報告のプロセス
Training and communication regarding non-discrimination and equal opportunity 差別を行わないこと及び機会均等に関する研修及びコミュニケーション
Process to review and analyze potential wage disparities 潜在的賃金格差の有無の確認及び分析

Harassment/ハラスメント

Process to monitor national laws and regulations on workplace harassment, coercion, threatening behavior, physical punishment, or abuse, sexual or verbal abuse
職場のハラスメント、強制、脅迫的な行動、身体的虐待または処罰、性的または言葉による虐待に関する国内法令を確認するプロセス

Defined process, rule or regulation to prohibit workplace harassment, coercion, threatening behavior, physical punishment, or abuse, sexual or verbal abuse
職場のハラスメント、強制、脅迫的な行動、身体的虐待または処罰、性的または言葉による虐待の禁止にかかる方針

Confirmed cases related to workplace harassment, coercion, threatening behavior, physical punishment, or abuse, sexual or verbal abuse that occurred in the last 12 months and the status of the cases

過去 12 か月間に確認された職場のハラスメント、強制、脅迫的な行動、身体的虐待または処罰、性的または言葉による虐待などの非人道的な待遇の事案の有無と対応状況

Process to identify, respond, mitigate, and report the cases related to harassment

ハラスメントにかかる事案の特定、対応、是正、報告のプロセス

Training to prevent workplace harassment, coercion, threatening behavior, physical punishment, or abuse, sexual or verbal abuse

職場のハラスメント、強制、脅迫的な行動、身体的虐待または処罰、性的または言葉による虐待の防止に関する研修