

Guidelines against Forced Labor



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Article 1 (Purpose) This Policy prohibits forced or compulsory labor as defined in the Universal Declaration of Human Rights, the UN Global Compact, and the core conventions of the International Labor Organization (ILO), and seeks to fulfill the social obligation to eliminate all forms of forced or compulsory labor.

Article 2 (Definitions of Terms) As used in these rules, the below terms have the following definitions.

1. "Forced labor" means that an employer uses assault, intimidation, confinement, or other unreasonable restraint of mental or physical freedom to force a person to work against his or her free will.

Article 3 (Corporate Obligations)

- ① All companies shall contribute to the elimination of forced or compulsory labor of any kind.
- ② The Company shall not use forced labor except in accordance with the law and due process.

Article 4 (Practices)

- ① The Company shall not force workers to work against their free will by means of assault, intimidation, confinement, or other means of unreasonable restraint of their mental or physical freedom.
- ② The Company shall not enforce debt bonded labor after it has placed a worker in debt.
- ③ The Company shall not confine workers and shall allow them to leave the workplace anytime they wish after working hours.
- ④ Any worker can leave the Company with a reasonable amount of notice.
- ⑤ The Company shall not source labor from organizations or businesses that engage in human trafficking or slavery, or purchase goods produced by such labor.
- ⑥ The Company shall not require employees to post security deposits with the intent to lock them out, withhold wages for the purpose of extracting overtime work, or use threats or coercion to force them to work unwanted hours or overtime.

Article 5 (Foreign Workers)

- ① The Company shall not require the submission of documents such as identification for the purpose of restricting workers' freedom.
- ② The Company shall not destroy the passports or equivalent documents of migrant workers and their families, and will not retain the originals, even for a short period of time.

Section 6 (Affiliated Companies)

- ① The Company may expressly require its suppliers not to use or engage in forced labor.
- ② The Company may continuously monitor its suppliers for involvement in the use of forced labor if it is likely that they are using or engaging in such behaviors.

Addendum

Addendum (Dec. 12, 2022) This Ethics Policy was established and implemented as of December 12, 2022.