



Management Approach

Activities

Performance Data

Human Rights Respect for Human Rights Throughout the Value Chain, Respect for Workers' Rights

once every three years on average, taking into account human rights trends worldwide.

In July 2015, moreover, 25 Hitachi, Ltd. executive officers participated in an officer training session on the theme of human rights in global businesses, led by Takaji Hishiyama of the Center for Corporate Behavior. Touching on several cases, Hishiyama discussed what the international community expects of corporations regarding respect for human rights and how human rights risks translate into business risks, among other topics.



A scene from the officer training session.

Human Rights Due Diligence Initiatives

In our Hitachi Group Human Rights Policy, we pledged to continue to develop structures for human rights due diligence. Toward that end, in fiscal 2013 some business units implemented pilot programs for human rights due diligence to identify key issues that need to be clarified for implementation of due diligence throughout the Hitachi Group, while also analyzing and evaluating human rights risks in six of the ASEAN countries. Based on the results of these pilot programs, in fiscal 2014 we developed a guidance document for implementing human rights due diligence in collaboration with the nonprofit organization Shift.

In fiscal 2015, we initiated human rights due diligence in the procurement divisions, the activities of which can potentially have negative impacts on the human rights of workers in the supply chain and local communities.



Human Rights Due Diligence in Procurement

Respect for Workers' Rights

Hitachi's Approach

Our employees are tasked with maintaining respect for human rights within the supply chain, but at the same time, in their role as employed persons, they are also stakeholders whose human rights must be upheld.

Hitachi's longstanding approach has been to give importance to building a mutually beneficial relationship with our employees as partners in a common effort. Moving forward, we will continually strengthen our system of mutual cooperation to build an equitable worker-employee relationship and improve worker health and safety levels based on respect for workers' fundamental rights.

Freedom of Association and Collective Bargaining

Respecting the Rights of Employees

The Hitachi Group Codes of Conduct, formulated to specify the standards of behavior applicable throughout the Hitachi Group, call for the upholding of fundamental human rights of employees, in line with the principles of the United Nations Global Compact.

In countries and regions where labor unions are recognized, we espouse the three fundamental rights of labor unions (to organize, to bargain collectively, and to act collectively) as seen, for example, in the collective agreement between Hitachi, Ltd. and the Hitachi Workers Union.

Notification of Work-related Transfers and Reassignments

The collective agreement between Hitachi, Ltd. and the Hitachi Workers Union states that any transfer or reassignment of an employee for work-related reasons should adequately take into consideration the situation of the employee, as well as requiring the company to promptly inform the Hitachi Workers Union of the decision. More specifically, in cases of large-scale transfers or reassignments, the company will consult with the labor union regarding the basic issues involved.

Cooperating to Improve Health and Safety

Hitachi is dedicated to improving health and safety levels through employee-management cooperation. This includes signing a collective agreement with the Hitachi Workers Union on the promotion of, among other things, health and safety mechanisms, a health and safety commission, education and training programs, and health checks for employees.