

Human Rights Policy

NAXIS Group Policy on Human Rights

NAXIS recognizes that it is our responsibility to protect human rights of all individuals affected by our business activities. In order to advance efforts to promote respect for human rights, NAXIS hereby announce that adoption of the Naxis Group Policy on Human Rights (“the Policy”), based on the Guiding Principles on Business and Human Rights adopted by the United Nations Human Rights Council in June 2011.

With a history of over 120 years, we have expanded our business while taking on new challenges with the change of the times. We strive to become a partner who can grow together in the global market based on our credo “Trust will bring satisfaction to our customer and enrich the future.”

The NAXIS Group understands that the human rights of all individuals within our sphere of influence must be respected in order to contribute to the achievement of a sustainable society.

1. Basic Principles on Human Rights

The Policy represents NAXIS’s commitment to respecting human rights to fulfill responsibility toward stakeholders. We therefore support and respect international human rights principles, such as:

- UN International Bill of Human Rights, which defines the fundamental human rights of all people (Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and International Covenant on Economic, Social and Cultural Rights).
- International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and the core labour standards therein.
- UN Declaration on the Rights of Indigenous Peoples.
- Other international norms of human rights, such as conventions relating to the human rights of workers on wages/ working hours.

2. Scope of application

The Policy will apply to all executives and employees of the NAXIS Group. NAXIS will also require its business partners relating to NAXIS’s products and services to comply with the Policy.

3. Responsibility to respect human rights

The NAXIS Group recognizes that it is difficult to eradicate all adverse impact on human rights that may be caused by its business activities.

The NAXIS Group will fulfil its responsibility to respect human rights by ensuring that its business activities do not result in abuses of human rights, and by responding appropriately to correct any adverse impact our business activities may have on human rights. NAXIS will establish a responsible supply chain.

4. Human rights due diligence

The NAXIS Group will establish a system of human rights due diligence to identify and prevent or mitigate any negative impact on human rights that the NAXIS Group may have on society.

5. Dialogue and Consultation

In implementing the Policy, the NAXIS Group will utilize independent experts on human rights and will engage sincerely in meaningful consultation with relevant stakeholders.

6. Education and training

The NAXIS Group will provide appropriate training and education to ensure effective integration and implementation of the policy in all aspects of its business activities.

7. Remedy

In the event NAXIS's business activities result in abuses of human rights, or its business partners have or may have an adverse impact on human rights, we will provide for a remedy through appropriate dialogues and procedures based on internationally recognized standards.

8. Accountability

The NAXIS Group will appoint an executive officer for overseeing implementation of, and monitoring adherence to, the Policy.

9. Information Disclosure

The NAXIS Group will disclose progress and outcome of efforts regarding respecting human rights on its web site and through other media.

10. Compliance with applicable laws and regulations

The NAXIS Group will comply with the laws and regulations of all countries where it conducts its business activities. Where there is a conflict between national laws / regulations and internationally recognized human rights standards, we will seek ways to respect international human rights to the maximum extent possible.

The Policy is approved by the NAXIS Group Board of Directors and signed by its CEO.



Date: 01 August, 2020

Taiho Nakamura

NAXIS Group CEO

Date of Establishment: 01 September, 2019