

Human Rights Policy

The NSSOL Group regards “the realization of a society where diverse talents can play vital and active roles” as one of our material issues, respects the human rights of anyone linked to our business activities, and promotes efforts to respect human rights group-wide, to fulfill our social responsibility.

Based on this policy, we ensure each and every director, officer, and employee of the entire NSSOL Group have a deep understanding of human rights to raise their awareness of human rights. We also ask all our related business partners for their understanding and cooperation with this policy, to proceed together with efforts to respect human rights throughout the supply chain.

- We respect internationally recognized human rights as stipulated in the “International Bill of Human Rights” and the “ILO Declaration on Fundamental Principles and Rights at Work.” We also support, and work to implement, the UN “Guiding Principles on Business and Human Rights.”
- We comply with the laws and regulations applicable to the countries and regions where we operate our business activities. Further, if there is any conflict between the internationally recognized human rights and the laws of any country or region, we make efforts to respect the internationally recognized human rights standards as much as possible.
- We develop and implement a system for human rights due diligence in accordance with the UN “Guiding Principles on Business and Human Rights” . In the light of its results, we continuously improve our efforts to respect human rights.
- If it is found that any of the NSSOL Group’ s business activities has caused, or has contributed to, adverse human rights impacts, we work to remedy the situation. Further, we ensure that the reporting system is actively used, victims are provided remediation, and the disadvantageous treatment of whistleblowers and victims is prohibited.
- In order to disseminate this policy within the NSSOL Group and implement it through our business activities, we promote education and awareness-raising activities regarding this policy to ensure increased awareness of human rights among each and every employee.
- For our efforts to respect human rights, we make use of human rights expertise from independent external organizations, proceed with timely and appropriate disclosure, and promote proactive communication with internal and external stakeholders.