

We pursue a concept of compliance not limited to obeying the relevant laws, but one that also adheres to broad societal norms and ethical behavior.

Understanding Compliance Thoroughly

The Nitto Group defines compliance as constantly exercising ethical judgment, not limited to obeying the relevant laws, but also adhering to every societal norm. In order to have our employees understand compliance thoroughly and beyond the mere differences of culture, customs and areas, we translate our Business Conduct Guidelines into sixteen different languages and distribute them to all employees. Furthermore, we educate new employees about respect for human rights and compliance in basic induction courses when entering our companies.

In addition, we hold CSR workshops for management-level employees every year to enable each of them to implement compliance as leaders. In fiscal 2014, the workshops were held a total of 166 times in nineteen countries, with 2,290 management-level employees participating in them.



CSR workshop in Viet Nam

Human Rights Enlightenment in Nitto Sales and Marketing Bases

We have regularly conducted sessions on human rights in all sales and marketing bases in Nitto since fiscal 2012. In fiscal 2014, 532 employees participated in a total of twenty-seven sessions. Using educational materials such as DVDs, participants cultivated understanding of human rights and learned the art of communication while showing respect towards others through participating in group debates.



Group debate, Nagoya Sales Branch, November 17, 2014

Reporting and Counseling System on Corporate Ethics

To facilitate the early detection of violations of the law and ethics issues, we have an independent reporting system, as well as details in our business conduct guidelines, on a reporting and counseling system that allows employees to contact the CSR Department directly. In fiscal 2014, we received sixteen reports concerning labor disputes, human rights violations and dishonesty through these systems. We settle issues while ensuring the protection of all whistleblowers. There were no issues concerning duty of disclosure under the Commercial Code.

Ban on Child Labor and Forced Labor

The Nitto Group emphasizes the ban on child labor and forced labor in business conduct guidelines and has all group companies understand it. In fiscal 2014, there were no issues with child labor or forced labor.

Human Rights Enlightenment Activities

The Nitto Group supports the Universal Declaration of Human Rights and has established a Nitto Group Basic Policy on Human Rights. We address common issues across the Group, while also addressing issues specific to certain countries and areas.

As an example, in Japan we have participated in Corporate Federation for Dowa and Human Rights Issues, Osaka, since 2004. Furthermore, we have staffed persons in charge in each base and group company under the Nitto Group Central Human Rights Enlightenment Committee and pursue human rights enlightenment.

Human Rights Enlightenment in the U.S.

Seven companies of Nitto Denko Automotive and Nitto Americas each conduct annual human rights training for all employees. For an hour and a half, participants learn about what constitutes discrimination, harassment, violence and bullying in the workplace.

In Nitto Denko America, all employees are obliged to receive on-line education on harassment and bullying, not only on joining the company, but also every two years. In particular, prevention of harassment is emphasized. The program is two hours in length for management-level employees, which is twice as long as that for general employees.