

## **Casio Group Policy on Human Rights**

The Casio Group (hereinafter, “Casio”) is a multinational corporation with operations around the world, making its business activities connected to a wide range of stakeholders.

Casio understands that these activities carry the potential of having adverse human rights impacts\*<sup>1</sup> on stakeholders.

Human rights are fundamental rights that all people are entitled to.

Consequently, Casio, as a contributing member of society, recognizes the importance of human rights and hereby declares that it will respect the fundamental human rights of all stakeholders, including employees.

Casio implements human rights related initiatives in accordance with the United Nations Guiding Principles on Business and Human Rights. These principles contain clear provisions on the “state duty to protect human rights,” “the corporate responsibility to respect human rights,” and “access to remedy.”

Casio will strive to heighten the awareness of every Casio executive officer and employee toward human rights through this Policy, which will enable Casio to contribute to the development of a sustainable society by continually implementing management and business activities that fully respect human rights.

\*1: “Adverse human rights impacts” refers to actions that harm the dignity of an individual(s) in the workplace through harassment or other means, for example. This also includes discrimination during hiring or job promotions based on one’s social standing or nationality or when suppliers use child or forced labor for their production activities. Adverse human rights impacts also apply to actions that harm the health of local community members, such as the release of pollution from a factory, and consequently have adverse human rights impacts.

### **1. Fundamental Principles and Rank of this Policy**

Casio supports and respects international norms of behavior on human rights\*<sup>2</sup>. In addition, this Policy shall take precedence over other documents that currently stipulate Casio’s human rights initiatives, including the Casio Group Code of Conduct, Procurement Policies, and Supplier Guidelines.

\*2: “International norms of behavior on human rights” refers to the International Bill of Human Rights (Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights (ICESCR), and the International Covenant on Civil and Political Rights (ICCPR)), the International Labour Organization (ILO)’s Declaration of Fundamental Principles and Rights at Work, and the United Nations Global Compact, etc.

### **2. Corporate Responsibility to Respect Human Rights**

Casio will never infringe on the human rights of others and will make efforts to fulfill its corporate responsibility to respect human rights by addressing the adverse human rights impacts that may arise from its own business activities.

In addition, if Casio’s actions do not contribute to adverse human rights impacts directly, but the

actions of Casio's business partners and/or other related parties do, through Casio's businesses, products or services, Casio will encourage such parties take steps to stop infringing on human rights.

### **3. Scope**

This Policy applies to all executive officers and employees of Casio Computer Co., Ltd., its subsidiaries, and affiliated companies in which Casio Computer Co., Ltd., has real management rights. Furthermore, Casio will take steps to encourage business partners, and other related parties that Casio is in a position to influence, to follow this Policy as well.

### **4. Human Rights Due Diligence**

Casio will create a mechanism for human rights due diligence\*<sup>3</sup> in order to fulfill its corporate responsibility to respect human rights and will use this mechanism on a continual and ongoing basis.

\*3: "Human rights due diligence" refers to continuous processes implemented in order to preclusively ascertain, avoid and mitigate adverse human rights impacts that may be caused in society by a company's actions.

### **5. Remediation**

Casio will make efforts to remedy the situation through appropriate means if Casio identifies that it has caused or contributed to adverse human rights impacts.

### **6. Compliance with Applicable Laws**

Casio will comply with laws applicable to the countries and regions where it conducts business activities. However, in cases where the laws of a country or region conflict with the principles of internationally recognized human rights, Casio will seek ways to honor the principles of internationally recognized human rights.

### **7. Information Disclosure, Education and Training**

Casio will report on the implementation status of its human rights initiatives in accordance with this Policy in Casio's CSR website and sustainability report, etc. In addition, Casio will provide appropriate education and training opportunities to ensure the effectiveness of this Policy.

### **8. Dialogue and Discussions with Stakeholders**

Casio will establish opportunities for dialogue with stakeholders and will hold discussions with stakeholders in good faith with regard to its responses to actual or potential adverse human rights impacts.

### **9. Key Issues Concerning Human Rights**

Casio will establish key issues concerning human rights as shown in the Appendix and will follow through on these issues as appropriate using the mechanism for human rights due diligence in accordance with this Policy. Furthermore, these key issues will be continually examined and revised as needed based on changes taking place in society and business trends.

Established: July, 1, 2014  
Kazuo Kashio  
President and CEO  
Casio Computer Co., Ltd.

## [Appendix]

### **Key Issues Concerning Human Rights at the Casio Group**

#### **(1) Elimination of discrimination**

Casio will never take part in actions that harm the dignity of individuals, including all forms of discrimination and harassment.

#### **(2) Prohibition of child labor and forced labor**

Casio will never allow child labor or forced labor.

#### **(3) Respect for basic labor rights**

Casio will respect basic labor rights, including workers' right to organize and the right of collective bargaining.

#### **(4) Payment of appropriate wages and management of working hours**

Casio will pay an appropriate wage and manage working hours properly.

#### **(5) Respect for diversity**

Casio will respect the diversity of its employees and strive to develop dynamic, energetic workplaces.

#### **(6) Support for achieving a work-life balance**

Casio recognizes the importance of its employees' work-life balance and will strive to support employees so that they can achieve this balance.

#### **(7) Ensure safe workplaces and support for health enhancement**

Casio will strive to ensure workplaces are safe, hygienic, and comfortable, and will support the health and fitness goals of its employees.

Established: July, 1, 2014

\*The contents of this Appendix may be revised by Casio Group companies in consideration of local laws, social customs and the nature of their businesses as long as such revisions are consistent with the original policy.