

Social Initiatives

Human rights

Respect for human rights

G-TEKT believes that respect for human rights is an important element when conducting a variety of businesses worldwide. We have specified our policy on respect for human rights in the leaflet entitled “Our Code of Conduct” and the code is read aloud in unison at least once a year at all workplaces to make sure everyone is fully aware of the content. It outlines not only compliance with laws and regulations, but also respect for the customs, cultures, religions, and lifestyles of various countries, and explicitly states that all forms of harassment, such as sexual harassment and power harassment, are unacceptable. The Company also supports the Universal Declaration of Human Rights proclaimed during the third session of the United Nations General Assembly on December 10, 1948 and all ILO international labor standards made up of the eight conventions specified by the International Labour

Organization (ILO) including the Discrimination Convention, the Minimum Age Convention, and the Worst Forms of Child Labour Convention. In response to these, the Company has specified policies prohibiting forced labor and child labor, and guidelines prohibiting forced labor and child labor, and is endeavoring to maintain a healthy working environment.

Prohibition of forced labor and child labor

We respect the International Labour Organization (ILO)’s Declaration on Fundamental Principles and Rights at Work and comply with laws and regulations on forced labor and child labor. Furthermore, we do not allow forced labor or child labor of any kind.

Reference  
<https://www.g-tekt.jp/ir/governance/basic.html>



Healthy management

Health declaration

The G-TEKT Group believes that the mental and physical health of each employee and their families are the most important asset for the realization of its vision to “Shape a better future for people, automobiles, and the environment through the fusion of passion and innovation.”

We declare that we will endeavor to create a company enabling each employee to actively work in affluence, comfort and good health, and contribute to the enhancement of corporate value and the realization of an affluent society through support for activities to maintain and promote the health of employees and their families and organized promotion of health.

September 1, 2022 President, Chief Executive Officer Naohiro Takao

Background

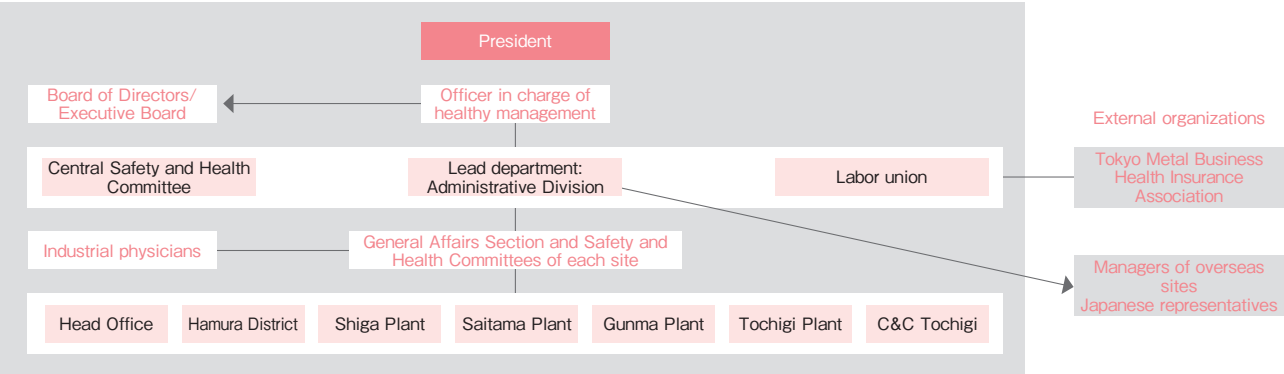
We have launched a new management strategy from 2021 with the vision to “Shape a better future for people, automobiles, and the planet through the fusion of passion and innovation.” Within the strategy, we are focusing on the promotion of healthy management under the theme of improvement of the diversity of human resources and are working on various measures to improve employee engagement.

Priority issues

- (1) Improvement of employees’ lifestyle habits/education on health awareness reform among employees/follow-up on reexaminations, etc.
- (2) Mental health/expanding mental health training
- (3) Raise awareness of smoking cessation among smokers/promote smoking cessation programs

Implementation system

Under the leadership of the President, an officer in charge of healthy management has been appointed, and the Administrative Division, which is the lead department, promotes healthy management in collaboration with the Central Safety and Health Committee and the General Affairs Section and Safety and Health Committees of each site.



Individual health investment activities Specific measures

Regular distribution of in-house newsletters	Guidance on policies and distribution of health-related information
Healthcare Promotion Committee	Discussions with employees, unions, and industrial physicians regarding healthy management
Holding various health seminars	In-house seminars on mental health, dietary habits, how to read health checkup results, etc.
Health screening data conversion, screening analysis	Analyzing the results of health checkups, providing health guidance to employees from medical specialists and public health nurses, and reflecting the results in internal planning
Women’s project	Planning, proposal, and implementation for the development of a leave system for women and rest rooms at each business site

By implementing the above measures and accumulating internal data, we will develop a workplace environment in which employees are healthy and motivated to work.

Reference  
[https://www.g-tekt.jp/environment/social/employee/health\\_management.html](https://www.g-tekt.jp/environment/social/employee/health_management.html)



Supply chain management



Basic policy
1 Compliance and green procurement
2 Maintain a fair and healthy relationship with suppliers
3 Mutual prosperity based on mutual trust

Activity guidelines
1 Formulate the CSR procurement policies and guidelines
2 Investigate the current state of the supplier
3 Propose to the supplier and implement corrective/improvement measures
4 Conduct audits of the supplier

**Promotion of sustainability throughout the entire supply chain**  
The Group shall engage in procurement activities in accordance with three basic policies and four activity guidelines. We will raise awareness on CSR procurement involving the use of supplier status regarding efforts on compliance and eco-friendliness as well as human rights and labor environment as a criterion for doing business, and ask our business partners to agree with our approach of making products in an eco-friendly manner in compliance with laws and regulations, in addition to asking them to respond to a self-inspection questionnaire to evaluate their current status based on their answers. We not only give them feedback, but also take actions including proposing improvement measures aimed at identifying and resolving issues in the supply chain. We will continue engaging in initiatives to promote sustainability in the supply chain together with business partners.

**Measures against conflict minerals**  
While the Group does not use these minerals directly, we have been conducting investigations since 2013. Based on investigation findings, neither purchasing nor use of conflict minerals has been confirmed throughout the entire supply chain. We will continue to conduct investigations on conflict minerals into the future.

Reference  
<https://www.g-tekt.jp/english/environment/supply.html>



Initiatives to improve quality



The Group voluntarily and actively conducts quality control (QC) circle activities (activities in small groups) aimed at learning QC methods for the continuous management and improvement of the quality of products, services, work, etc. Activities are conducted in an organized manner in pursuit

of further enhancement of activities, with managers serving as supervisors in six regions including Japan, eight sites in North America, five sites in Asia, three sites in China, one site in Europe, and one site in South America.