

FUJI ELECTRIC Policy for Human Rights of the Employees

Fuji Electric is committed to the following policy that ensures the human rights of its employees are always respected.

1. Prohibition of Forced Labor

Labor of all people working at Fuji Electric shall be voluntary. Fuji Electric shall not force its employees to sign an employment contract and work.

2. Prohibition of Child Labor

Fuji Electric shall not allow children to work. It shall not have its employees under 18 years of age engage in a job which is likely to endanger their health and safety.

- ※ Children as used herein shall refer to those who are under 15 years of age (14 if the law of the relevant country or area permits) or those under the age of finishing the compulsory education or under the minimum age for admission to employment as stipulated in respective countries and areas.

3. Consideration for Work Hours

Fuji Electric shall respect the global standards and adequately control work hours, holidays and vacation by observing the applicable laws and regulations of respective countries and areas.

4. Adequate Wages

Fuji Electric shall pay salaries to its employees by respecting all the wage-related laws stipulating the minimum wage, overtime compensation and legal benefits in respective countries and areas.

5. Prohibition of Inhuman Treatment

Fuji Electric shall prohibit sexual harassment and abuse, corporal punishment, physical and mental coercion, verbal abuse and harassment, and inhuman treatment of employees.

6. Prohibition of Discrimination

Fuji Electric shall prohibit discrimination in employment and labor by reason of race, ethnicity, nationality, descent, skin color, age, sex, sexual orientation, presence/ absence of handicaps, pregnancy, religion, political orientation, marital status, family status and infection of HIV/ AIDS.

7. Employees' Right to Organize

Fuji Electric respects employees' right to organize as a means of labor-management consultation on labor environment, wage levels and other relevant matters in line with local laws and regulations.

8. Safe and Healthy Working Environment

Fuji Electric, based on the Fuji Electric Safety and Health Basic Policy, shall place top priority on industrial safety and health of employees for them to work safely, and endeavor to prevent accidents and disasters as well as physical and mental diseases.

- * The employees as used herein shall include those directly employed by Fuji Electric group companies irrespective of part-timer, non-regular staff or other naming, those dispatched to Fuji Electric group companies under employee dispatch contract and performing duties under the direction of Fuji Electric group company, and those sent to offices of Fuji Electric group companies, including construction sites, under a service contract and performing duties under the direction of the service contractor.

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Human Rights Enlightenment Promotion Chairman
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