

Respect for Human Rights

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Management System

The Panasonic Group has defined our Panasonic Group Human Rights and Labor Policy (Human Rights and Labor Policy) with reference to the international standards listed below. In keeping with this policy, we set rules within the Group, set up systems to promoting the policy, and promote concrete initiatives toward achieving working environments that both respect human rights and provide meaningful work. The Panasonic Group's Code of Ethics & Compliance (Code of Ethics & Compliance), to be made promises that each employee in the Group must fulfill, also includes "respect for human rights" as a part of "our social responsibilities" and make effort to enlighten them to all our employees.

■ Main international standards used as reference:

- The United Nations' Guiding Principles on Business and Human Rights
- The United Nations' International Bill of Human Rights (Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and International Covenant on Economic, Social and Cultural Rights)
- ILO Declaration on Fundamental Principles and Rights at Work

Policy

Our Human Rights and Labor Policy is predicated on compliance with international standards set by the United Nations and the International Labor Organization (ILO) and the applicable laws in countries where we do business, and includes our commitment to respecting internationally recognized human rights to identify, prevent, and correct risks related to human rights, to promote remedy to people affected by those risks, to create working environments where people are fulfilled by their work and ways in which we use dialogue related to these topics with all our stakeholders.

We also create and enforce rules within the Group in order to better spread and promote these initiatives globally while continuously improving upon them.

[WEB](https://holdings.panasonic/global/corporate/sustainability/social/human-rights/policy.html) Panasonic Group Human Rights and Labor Policy

<https://holdings.panasonic/global/corporate/sustainability/social/human-rights/policy.html>

Responsible Executive and Framework

The executive officer responsible for the Group's initiatives to respect human rights is the Group Chief Human Resources Officer, who is also in charge of the CSR and Corporate Citizenship Activities (as of August 2022). This officer's performance indicators include the items of Sustainability (Respect for Human Rights, Labor, etc.) and are linked to his remuneration in fiscal 2023.

The Strategic Human Resources Department of Panasonic Holdings Corporation is the organization with overall responsibility for initiatives connected to human rights and labor for the Group and works together with the Operating Companies to promote initiatives at business sites across the Group.

When it comes to human rights in our supply chains, procurement divisions are responsible for protecting them, and these divisions gain the understanding and cooperation from our suppliers all around the world in line with our Group-wide human rights initiatives.

For more details, refer to "Responsible Supply Chain" (P87).

Major Initiatives

■ Prohibiting Forced Labor *Updated on 13th Sep. 2022

Our Human Rights and Labor Policy includes a clear prohibition of "any and all forms of forced labor." The Group promotes initiatives meant to ensure that workplaces operate with no forced labor by following international standards, such as those of the ILO, and all laws and regulations applicable to our business activities or dealings, as well as our own rules established within the Group.

For example, in Malaysia, based on the expert advice, technical support, and training delivered by the International Organization for Migration (IOM), UN Migration Agency, and other experts, management and human resources managers of our group companies in Malaysia formulated policies and standard operating procedures for the ethical recruitment and employment of foreign migrant workers. Through identifying and remediating issues by checking the on-site operational status of policies and manuals, they are working to establish compliance related to human rights and labor.

Additionally, our business divisions establish the mutual understanding for the responsibility of human rights with suppliers and collaborate to promote activities such as implementation of CSR Self-Assessments.

For more details, see "Responsible Supply Chain" (P90).

■ Prohibiting Child Labor and Protecting Young Workers

Our Human Rights and Labor Policy includes a clear expectation to work toward the effective eradication of child labor.

When we hire employees, in addition to complying with all applicable laws, we also require the staffing firms, suppliers, and other companies we work with to do the same.

We also do not permit any midnight work, heavy labor, or dangerous labor for employees under 18 years old.

Providing Employment Opportunities to Young People

We provide young job seekers with career education, human resource development with industry-academia collaboration, and employment opportunities through internships and other programs. In Japan, we run several internship programs throughout the year through industry-university cooperation. These internships have the following three goals:

- To train human resources through industry-university cooperation
- To provide an opportunity for learning through work experience focused on career education
- To eliminate employment mismatches by verifying work appropriateness

All our Group companies in China also offer internship programs and accept university students at business sites during their long holidays. These programs provide opportunities for students to learn about real business challenges and to propose ideas for solutions.

Efforts to Protect the Rights of Children

Through the programs below, we show respect for the human rights of children and supports their healthy growth.

- Programs supporting employees raising children

[WEB](https://holdings.panasonic/global/corporate/sustainability/diversity-equity-inclusion/support-worklifebalance.html) <https://holdings.panasonic/global/corporate/sustainability/diversity-equity-inclusion/support-worklifebalance.html>

- Providing products that support people raising children

[WEB](https://holdings.panasonic/global/corporate/universal-design/products/declining_birth_rate.html) https://holdings.panasonic/global/corporate/universal-design/products/declining_birth_rate.html

- Safe and secure, child-friendly product design that is conscious of healthy development (Japanese only)

[PDF](https://www.panasonic.com/jp/corporate/technology-design/ud/pdf/KIDSDESIGN_pamphlet2021.pdf) https://www.panasonic.com/jp/corporate/technology-design/ud/pdf/KIDSDESIGN_pamphlet2021.pdf

- Corporate citizenship activities that safeguard and support the rights of children

We are committed to fostering the next generation through corporate citizenship activities, such as funding scholarships and offering career education programs.

Details on corporate citizenship activities

[WEB](https://holdings.panasonic/global/corporate/sustainability/citizenship.html) <https://holdings.panasonic/global/corporate/sustainability/citizenship.html>

Furthermore, with the spread of COVID-19, we are rolling out new initiatives, including support for at-home learning, mental health care and donations to related NPOs to assist children impacted by the state of emergency.

Support for at-home learning: Panasonic Kids' School (Japanese only)

[WEB](https://holdings.panasonic/jp/corporate/sustainability/citizenship/pks/ouchide.html) <https://holdings.panasonic/jp/corporate/sustainability/citizenship/pks/ouchide.html>

Prohibition of Discrimination

Our Human Rights and Labor Policy includes the elimination of discrimination in the field of employment and occupation. We prohibit discrimination on the basis of age, gender, race, skin color, beliefs, religion, social status, citizenship, ethnicity, marital status, sexual orientation, gender identity and expression, pregnancy, medical history, viral infection status, genetic information, disability status, political affiliation or orientation, labor union affiliation, veteran status, or any similar status or characteristic. We have also made it clear in our Code of Ethics and Compliance that discriminatory conduct or language and harassment are prohibited in our workplaces, and we work to make it widely understood. By doing so, we are working on creating workplaces where it is possible for diverse talents to form critical partnerships with mutual respect and work together dynamically.

In Japan, we are engaged in the following efforts to prevent sexual discrimination, including

sexual harassment, as well as harassment based on power differentials, and to comply with the Act for Eliminating Discrimination against Persons with Disabilities in order to create a more fair, equal, and pleasant workplace:

- Establishing, publishing, and thoroughly implementing sexual harassment policies
- Distributing leaflets and manuals on sexual harassment
- Holding seminars and training on preventing sexual harassment and harassment based on power differentials, and workplace culture revitalization
- Conducting management-level harassment training
- Running LGBTQ-related training
- Distributing educational materials to help employees understand people with disabilities

About hiring decisions

We work to continuously improve awareness with reference to the laws and guidelines for each country, and we established a Group-wide interview guide and make sure that it is applied consistently based on the appropriateness, ability, and desire of the candidate.

Respect for the Freedom of Association and the Right to Collective Bargaining

Our Human Rights and Labor Policy includes our effective approval of freedom of association and the right to collective bargaining. In each country and region, we makes efforts to establish healthy relations with employees and to solve their issues by active dialogue with them

In Japan

The Panasonic Group and the Panasonic Group Workers Unions Association have stipulated in their labor agreement that unions retain the right to organize, collectively bargain, and strike.

We adopted a “union shop” system wherein individuals automatically become union members upon being hired as a full-time employee and each company has a labor agreement and basic agreement in place, so except for a portion of employees who handle work related to management and those in management positions, all full-time employees are union members. We take a thorough approach to discussing essential management issues with unions, holding Management Committees as a forum for management to brief labor unions on such issues and seek their opinions in advance, as well as Labor-Management Councils held as a forum for management to brief labor unions on particularly important decisions and seek their opinions.

In Europe

Following an EU directive* adopted in 1994, we have set up a voluntary labor agreement to provide a venue for healthy discussion between labor and management. We have also

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established the Panasonic European Employee Congress (PEEC). Employee representatives and company representatives also meet to exchange opinions and discuss business issues including management strategies and living support for employees.

* EU directive: A directive that obliges all companies employing 1,000 or more employees in two or more European Union countries to establish a pan-European labor-management consultation committee.

In China

Nearly all Group-affiliated companies in China have labor unions (gōnghuì). We hold regular opinion exchanges and discussions surrounding compensation, welfare and benefits, training, and the like through initiatives including periodic labor-management dialogues, proactive joint labor-management recreational events, and advance briefings to unions concerning critical management decisions, with a focus on building good relations between labor and management.

Furthermore, even at subsidiaries or offices in countries where the laws or regulations do not permit the formation of labor unions, the Code of Ethics & Compliance stipulates the de facto promotion of issue resolution through labor-management dialogues, which is the goal of the principles of the freedom of association and the right to collective bargaining.

■ Wage Management

We have established guidelines for compensation system design and aims to achieve competitive compensation levels, wherein we have set guidelines for appropriate wages, allowances, bonuses, and other types of occasional compensation or retirement pay, all based on national laws governing labor, labor-management agreements (such as collective agreements), and the like.

We also establish company regulations for each country in compliance with all wage-related laws and regulations concerning minimum wages, statutory benefits, and overtime. We operate according to these regulations pays employees directly for an agreed-upon period at agreed-upon time and provides employees with notifications of pay through pay statements or electronic data.

Furthermore, in countries and regions where the law permits monetary penalties, we recognize and allows these penalties as an option of disciplinary action. However, this permission is predicated on the penalty procedures and amounts being set within legal limits and within the limits of reasonable impact on the livelihood of those penalized, as well as such measures being codified in internal regulations and made well known to employees.

■ Managing Working Hours

We have included provisions in our Employee Handbook related to proper management of working hours, break times, overtime work, holidays, leave, and other matters based on labor

laws in each country and labor-management agreements (e.g. collective bargaining agreements).

In Japan, the standard working day is set at 7.75 hours per day, and any extra hours worked are eligible for extra pay, going beyond the minimum required by law. We have also established internal working hour management standards that are even stricter than legal standards as part of our efforts to eradicate long working hours for all employees, including managers and supervisors.

We also provide employees with more annual paid leave than legally required, and they may accumulate up to 50 days of leave. Our system has been improved in terms of flexibility to accommodate individual needs for using annual leave, including not only having no restrictions on the purpose of the leave, but also making hourly or half-day leave available to all employees regardless of work style.

On top of these system enhancements, we address the physical and mental health management of employees by allocating human resources in ways optimized for preventing uneven overtime workload distributions among specific employees, and by providing additional medical examinations for employees who have worked long hours.

■ Diversity, Equity & Inclusion

See the chapter Human Resources Development and Promotion of Diversity ([P74](#)).

Human Rights Due Diligence *Updated in March 2023.

We establish a Human Rights Due Diligence system (based on the United Nations Guiding Principles on Business and Human Rights) for identifying, preventing, and reducing negative impacts related to human rights in relation to our business activities or our products, services, or business dealings. Reflecting the issues that have been identified based on the requirements of society and the operation of the system, we continuously implement and improve the system with the advice of outside experts.

As part of these efforts, we conducted a self-assessment related to human rights and labor at group manufacturing companies outside of Japan in fiscal 2022 to gain a bird's eye view of issues. In fiscal 2023, based on the results of the previous year, we conducted a self-assessment focused on the ILO core labor standards with using the questionnaires that we reviewed to more clearly identify issues. The scope of the survey has also been expanded to a total of 127 sites, including some manufacturing sites in Japan in addition to group manufacturing companies outside of Japan.

After analyzing the survey results, if any issues are found that need to be remedied or improved,

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each manufacturing company/site will work together with Panasonic Holdings and operating companies to take corrective action. We will also continuously monitor the progress of our initiatives and their effectiveness.

We will operate the system by building and making continuous improvements through dialogue, discussion, and cooperation with relevant stakeholders both internally and externally. We will also make disclosures about initiatives as appropriate using our official website, relevant reports, and other means of communication.

Access to Remedy

To make it possible for us to respond quickly to remedy any complaints we receive related to human rights violations, we established a global hotline (supporting 32 languages) as a point of contact where our employees or external partners can report any compliance violations, they have become aware of, including those issues involving human rights or labor. This hotline uses an external, independent system that prevents that identity of the person reporting being revealed, and we have internal rules in place such that we are careful to protect the confidentiality of such reports and to make sure that the person reporting the violation does not suffer any acts of retaliation and detrimental treatment.

For more details, see “Whistle-blowing System” in the chapter Fair Operating Practices (P121).

In addition, to encourage wider acceptance of complaints from outside our group, we have also applied to participate in the new industry joint grievance system to be established in October 2022 by the Japan Electronics and Information Technology Industries Association (JEITA) CSR Committee.

In Japan, we have established an Equal Partnership Consultation Office with dedicated contacts in both the Panasonic Holdings Corporation and employees’ labor union. We have also created contact offices in each Operating Company. This reporting framework allows us to address any concerns from employees, including temporary staff, who report cases of harassment, including sexual harassment (includes LGBTQ-related harassment), harassment based on power differentials, or harassment related to pregnancy, childbirth, or childcare leaves. During consultations, we safeguard employee privacy and carefully handle their concerns while confirming their needs. We also ensure that the employee and any other parties involved in fact-checking the case are protected from retaliation.

Training

We have made opportunities (including when first starting work and upon promotion) to make

sure employees know about the topic of respect for human rights included in our Code of Conduct.

In April 2022, we revised the Panasonic Code of Conduct to what is now called the Panasonic Group Code of Ethics & Compliance, adding a separate new chapter, Respecting Human Rights. In addition to ensuring that this is well-known, we use e-Learning and other means to offer continuous education to all our employees.

We also provide training to individuals who will be dispatched from Japan to posts outside of Japan before their assignment begins to educate them on human rights issues that they should pay attention to while abroad, such as fair treatment and prohibitions on discrimination in hiring.

WEB The Panasonic Group’s Code of Ethics & Compliance Chapter, 5. Our Social Responsibilities, 1. Respecting human rights

<https://holdings.panasonic/global/corporate/about/code-of-conduct/chapter-5.html>

Participation in International and Industrial Partnerships

In January 2022, the Panasonic Group became a participant in the United Nations Global Compact. In addition to declaring 10 fundamental principles in four different fields, including respect for human rights, we are working to make our efforts related to human rights and labor refer to international standards, and we will fulfill our duty to communicate with the public by disclosing the progress and results of those efforts.

In October 2021, we also joined the Responsible Business Alliance (RBA), an international CSR organization involved in the electronics, ICT, and automotive sectors. We are working to develop a highly reliable management system by their excellent self-assessments tools, the guidance document for solving of issues and participation in their affiliated, Responsible Mineral Initiative for the promotion of responsible mineral procurement.

In Japan, we participate in initiatives undertaken by the CSR Committee of the Japan Electronics and Information Technology Industries Association (JEITA) and the Corporate Behavior and SDG’s Committee of the Japan Business Federation, and in Europe, we participate in initiatives undertaken by the CSR Committee of the Nikkei Business Association in Europe (JBCE).

WEB United Nations Global Compact

<https://www.unglobalcompact.org/what-is-gc/participants/149557-Panasonic-Corporation>

WEB Responsible Business Alliance (RBA)

<https://www.responsiblebusiness.org/about/members/>