Respect for Human Rights

Basic Approach

The OKI Group aims to contribute to solving social issues based on the "enterprising spirit" set forth in our corporate philosophy and recognizes that the foundation of all of our activities must be to consider the human rights of each and every person connected to OKI in our operations. As a signatory to the UNGC, OKI respects international human rights norms, including the International Bill of Human Rights and the International Labour Organization (ILO)'s Declaration on Fundamental Principles and Rights at Work. The Group also promotes initiatives in line with the United Nations Guiding Principles on Business and Human Rights (UNGP).

To ensure this approach is understood by all OKI Group executives and employees, as well as suppliers and other stakeholders directly involved in its businesses, products, and services, the OKI Group established the OKI Group Human Rights Policy in fiscal year 2022 in alignment with the UNGP.

OKI Group Human Rights Policy: https://www.oki.com/global/sustainability/social/humanrights/

Structure

As shown in the diagram below, initiatives related to human rights are promoted within the sustainability promotion structure, with specific themes assigned to each area. The OKI Group will continue to establish systems in line with the OKI Group Human Rights Policy and build and implement mechanisms to identify and prevent or mitigate any negative human rights impacts related to our corporate activities.

In terms of remediation and remedy, OKI is currently considering the establishment of a point of contact for rights holders outside the Group.

Structure of the OKI Group Human Rights Policy and Theme-Based Responsible Divisions
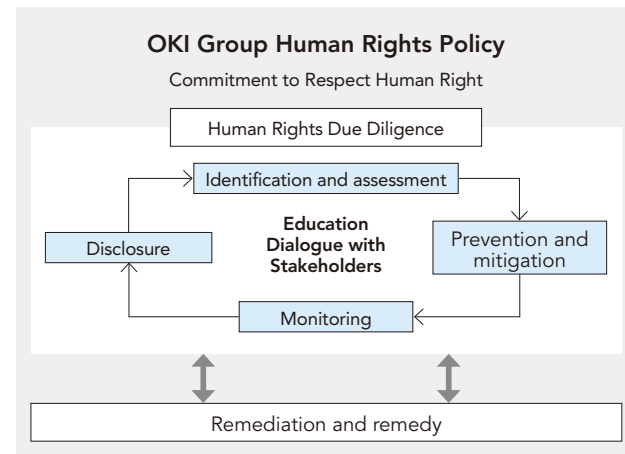
Themes	Responsible Divisions
Dissemination of the Human Rights Policy	Sustainability promotion
Human rights due diligence planning and promotion	Sustainability promotion
• Risk management of human rights and labor-related issues within the Group (including human rights and harassment education)	Human resources & general affairs
• Human rights and labor surveys in the supply chain (CSR procurement)	Procurement
• AI ethics (AI governance)	Technology
Internal whistle-blowing system	Risk management
OKI Group critical incidents reporting system	Risk management
Harassment consultation hotline	Human resources & general affairs

Initiatives for Material Issues and Results

Material Issue	Key Initiative Theme	Initiatives for FY2023 to FY2025	FY2023 Results
Strengthening management foundation to support sustainable growth	Ensure rigorous adherence to human rights	• Establishing systems in line with the UNGP, and efforts toward the continuous operation of human rights due diligence • Strengthening AI governance based on domestic and international discussions	• Conducted various training programs (98.5% participation rate in sustainability education, see below) • Commenced practical training for AI risk assessment

Key Initiatives for Fiscal Year 2023

• Provided sustainability education for all domestic Group employees, continuing from the previous fiscal year (conducted from December 2023 to January 2024, with a participation rate of 98.5%) to promote awareness of the OKI Group Human Rights Policy within the Company.
• Held continuous e-learning programs on the working environment, including human rights and harassment, for domestic Group employees. Harassment topics were integrated into education for employees at all levels of the organization. Explanatory articles on workplace harassment were also published in the Group newsletter.
• Conducted a CSR procurement survey based on the OKI Group Supply-Chain CSR Deployment Guidebook, assessing risks related to human rights, labor, and occupational health and safety within the supply chain (see P. 51)
• Joined the RMI in August 2023 to promote responsible mineral procurement that takes human rights and other considerations into account

Initiatives on AI Ethics (AI Governance)

As the use of AI, particularly generative AI, continues to grow, discussions are taking place worldwide about the social impact and risks of AI, including human rights issues. The OKI Group promotes AI governance based on the OKI Group AI Principles from the perspectives of risk management, quality management, and human resource development.

In terms of quality management, during the proposal and development stages of AI-related products, dedicated members evaluate risks, and operations are implemented to improve AI quality through discussions with customers based on the evaluation results. In fiscal year 2023, to enable members involved in quality assurance across various business divisions to assess AI risks themselves, a hands-on training program based on several AI use cases with experts was added to the existing AI business training. Additionally, to ensure that employees across the Group can safely use generative AI in various operations, a secure, in-house generative AI platform was developed, and, along with guidelines and educational content for safe AI usage, the OKI AI Chat System was launched in November 2023. By expanding the number of proficient users of generative AI to thousands, OKI aims to deepen AI understanding across the Group and foster a proactive mindset for utilizing AI in business.

Three Perspectives of AI Governance

OKI Group AI Principles: https://www.oki.com/global/rd/principle/