

Report on
Activities for
FY2018

HUMAN RIGHTS

All of our business is conducted on the condition that human rights are respected. We make every effort to ensure that we do not commit any direct human rights violation as a matter of course. In addition, we work together with stakeholders to make sure that there are no indirect human rights violations through our business.

Policy on Human Rights

Established on April 18, 2018

We respect the human rights of all people involved in our business operations and do not engage in any discrimination or harassment.

1. Prohibition of discrimination or harassment

We respect individual fundamental human rights, personality, and diversity and do not engage in any discrimination or harassment based on race, ethnicity, nationality, gender, age, religion, language, disability, or any other characteristic.

2. Prohibition of forced and child labor

We do not utilize forced or child labor under any circumstances.

3. Avoiding any complicity in the violation of human rights

We work together with a wide array of stakeholders to avoid any complicity in the violation of human rights invasion through our business.

4. Consideration for workplace

We strive to maintain a safe, secure workplace that enables our employees to work motivated and work in good health physically and mentally.

5. Respect for fundamental rights of employees

We respect fundamental rights of employees regarding freedom of association and collective bargaining.

Employee-Related Initiatives

Training

LOTTE CO., LTD. is in the process of putting all of its employees through harassment prevention training, with approximately 400 employees attending lectures as of FY2018. In accordance with the Policy on Human Rights, which prohibits discrimination and harassment, we provide training to promote understanding of harassment and to create a harassment-free workplace. Moreover, we inform employees about our consultation desk and the process in case an incident does occur.

In addition, new managers receive training on harassment and labor management from visiting lawyers based on precedents and case studies. We also provide new employees with training on how to use the harassment consultation desk.

Consultation Desk

LOTTE CO., LTD. has established a dedicated in-company consultation desk for harassment issues as part of the "Clean Line," the company's internal whistleblowing system. For more details on the Clean Line, please refer to page 39.

Human Rights in Business

Avoiding Human Rights Violations in the Supply Chain

We are committed to respecting human rights and are, accordingly, working to avoid human rights violations throughout the supply chain. The LOTTE Supplier Guidelines, established in April 2019, clearly specify respect for human rights, and share basic ideas with suppliers. With the guidelines in mind, we are working closely with suppliers to help ensure that human rights are respected. For more information on how we share our value system, please refer to pages 38–39.

Human Rights and Research

We have established rules at the LOTTE Central Laboratory to uphold the dignity and human rights of test subjects, in accordance with the Ethical Guidelines for Medical and Health Research Involving Human Subjects put forth by the Ministry of Education, Culture, Sports, Science and Technology and the Ministry of Health, Labour and Welfare. In addition, regular seminars are held to raise awareness of the rules and increase awareness of human rights.