

Noritz Group Human Rights Policy

Why We Respect Human Rights

In 1951, we started our business aiming to spread bath culture in society. Since its foundation, we have contributed to the comfortable life of people through hot water. In 1993, we started operations overseas. Our thoughts and technology have been accepted and gained popularity globally.

On the other hand, in the business activities process where we pursue technology, innovation and the comfort of living, it could cause the increase of environmental burden and violation of human rights. We must have an appropriate recognition of this and conduct business activities in a responsible manner.

“Ubu-yu” , Japanese word for the new-born baby’ s first bath, is the very first comfort of life that one can encounter.

As a company that has been keeping pace with hot water, we hope this comfort of life will last for the rest of one’ s life.

Noritz Group Basic Policy on Human Rights

In accordance with the International Human Rights Standards (*), all human beings have the right to be born free and equal, and no one shall violate this right.

The most important thing in all business activities as Noritz Group is to respect human rights through our value chains in all aspects, regardless of within the company or outside.

In 2012, we signed the Global Compact advocated by the United Nations, where we agreed with their 10 principles in four categories (human rights, labour, environment and anti-corruption).

We aim to conduct business activities so that both society and company develop continuously.

* Human rights standards such as “Universal Declaration of Human Rights” , “International Bill of Human Rights” and “ILO Core Labour Standards”

Policy on Human Rights Activities

- No one shall be discriminated nor violated its human rights with distinction of any kind, such as race, nationality, sex, religion, belief, age, national or social origin, physical, intellectual and mental disabilities, sexual orientation or gender identification.

- We are against child labour and forced labour. We will claim improvement for those products that are produced through such acts that violate human rights, and refrain from purchasing them.

- We obey international regulations and laws in each country where we conduct business activities. We also take actions considering the culture and customs in the area.

- We do not use any kind of harassment, such as sexual harassment or power harassment.

- We obey health and safe laws and internal regulations. We try to keep the work environment safe and clean.

- We promise that we will use the best effort to comply with the policy in case our compliance to “Noritz Group Basic Policy on Human Rights” is not sufficient.