

NIPPON ACCESS Basic Guidelines for Receiving Foreigners

NIPPON ACCESS has endorsed the “Basic Guidelines for Receiving Foreigners” established by the Federation of National Livelihood Industries and Consumer Organizations (Seidanren) and has formulated its own basic guidelines for receiving foreigners.

1. Building an employment relationship based on free will and respect for human rights

When employing foreigners, NIPPON ACCESS hereby promises to confirm that each individual will engage in work based on his/her free will and to build and maintain an employment relationship based on his/her will and respect for human rights.

2. Prohibition of discriminatory treatment based on nationality, etc.

NIPPON ACCESS will not treat workers in a discriminatory manner based on nationality or other factors.

- (1) We will not treat workers in a discriminatory manner with respect to their wages.
- (2) We will not treat workers in a discriminatory manner in providing education/training opportunities.
- (3) We will not treat workers in a discriminatory manner with respect to their working environment.
- (4) We will not treat workers in a discriminatory manner with respect to their living environment and benefits packages.

3. Striving for a workplace where everyone can thrive

NIPPON ACCESS is promoting the “Declaration for Diversity That Touches the Heart” both internally and externally. By utilizing human resources regardless of attributes such as nationality, gender, age, or disability status, and regardless of circumstances such as childcare or nursing care, we aim to establish diversity and inclusion as part of our corporate culture. We respect diverse values and personalities, and strive to create an environment where each employee can fully demonstrate their abilities.