

Human Rights

Basic Approach and Policy

Basic Policy

Olympus supports the United Nations Declaration of Human Rights and Global Compact. To put international initiatives into practice in our business activities, we have also clearly spelled out the respect for human rights in the Olympus Group Corporate Conduct Charter and the Olympus Group Code of Ethics (see page 3). In addition, we have formulated the Olympus Group Human Rights and Labor Policy and strive to respect human rights in the management of our businesses. We also urge our business partners to comply with the protection of human rights.

Olympus Group Human Rights and Labor Policy

The Olympus Group upholds the concept of “Making people’s lives healthier, safer and more fulfilling” as its management philosophy for all corporate activities, and abides by its Corporate Conduct Charter. Based on these norms, we support the Universal Declaration of Human Rights, which was adopted by the United Nations in 1948 and the international norms on human rights, including the United Nations Global Compact’s principles on human rights and labor. Accordingly, we are committed to respecting human rights in our business management and also expect our business partners to respect the protection of human rights.

1. Provision of Fair Opportunities

Employees are our most valuable assets. We respect diversity, character, personality and the human rights of all employees, and provide them with equal opportunities to fulfill their potential and improve their abilities as well as opportunities to work, develop their abilities and gain promotion according to their level of competency.

2. Safe and Comfortable Working Environment

We strive to create workplaces where employees can work in a safe and healthy setting both physically and mentally, and to provide all our employees with an environment that will help them work with enthusiasm.

3. Respect for Human Rights

We support and respect the protection of internationally proclaimed human rights within our sphere of influence, and ensure that we are not complicit in human rights abuses.

4. Respect for the Rights of Workers

We respect the rights of workers to organize labor unions and bargain collectively in line with local laws and established practice.

5. Elimination of Forced Labor

We pledge not to use any forced or bonded labor in the production of our products or services.

6. Elimination of Child Labor

We comply with local minimum age laws and requirements and do not employ child labor.

7. Elimination of Discrimination

We strive to eliminate discrimination based on race, belief, gender, age, social status, family lineage, nationality, ethnicity, religion, disability, or of any other type in all our business activities.

Systems and Mechanisms

Initiatives with Suppliers

Olympus has adopted the “Request to Suppliers,” a document defining its expectations toward suppliers in such areas as respect for human rights, compliance with laws, regulations and social norms, including the laws concerning the exclusion of antisocial elements, the prohibition of corruption, bribery and similar behavior, the promotion of fair and equitable trading, and consideration for the environment. Once each year, we use a Web-based system to conduct a corporate survey in this regard targeting major suppliers in Japan and overseas, and the survey results are utilized for work procedure improvement to avoid problematic incidents (see page 11). There have been zero incidents so far. In cases where we find problems related not only to compliance with local regulations and social norms but also respect for human rights in our on-site audits and if the supplier does not comply with Olympus’s request to make improvements, we may terminate our business with them.

Request to Suppliers

https://www.olympus-global.com/csr/procurement/pdf/procurement_request.pdf

Human Rights Due Diligence

Olympus participates in various research groups to verify and strengthen initiatives that target human rights issues within the Olympus Group.

From 2012 to 2017, we took part in Human Rights Due Diligence Workshops, a stakeholder engagement program organized by the Caux Round Table Japan, thereby determining key human rights issues in the manufacturing sector along the value chain.

Since 2017, we have been a member of the human rights education subcommittee of Global Compact Network Japan (GCNJ), whose headquarters are at the United Nations Information Center (UNIC). Research has been conducted on themes aimed at a greater understanding of the UN Guiding Principles on Business and Human Rights and a wider awareness among businesses, with the aim of developing a human rights educational tool regarding the rights of women, persons with disabilities, LGBT and other gender minorities and child labor that can be employed internally by participating companies. In fiscal 2018, research focused on the theme of foreigners in Japan, in view of the problems that have emerged in recent years regarding foreign technical interns, acceleration of business globalization and the upcoming Olympic and Paralympic Games Tokyo 2020. Educational tools were developed to learn about the current state of foreign workers in Japan, to prevent discrimination against foreigners in Japan and as a foreign technical intern training program and international students. As the Olympus Group progresses with globalization, these tools will be employed to create an environment for employing foreigners in Japan and to prevent harassment.

Reports and related materials of Caux Round Table Japan
http://crt-japan.jp/en/portfolio/human-rights-due-WEB_diligence-workshop/

Preventing Harassing Behavior

Olympus makes every effort to prevent workplace harassment by declaring in the Olympus Corporate Code of Ethics its determination to eliminate any form of harassing behavior that injures human dignity, and further by itemizing concrete prohibitions on sexual and other types of harassment in the employment regulations.

We have also established a Harassment Hotline in each business site and subsidiary as a preventive means and to provide a prompt and pertinent solution if a problem arises. Our Hotline officers are trained with the skills and knowledge to handle complaints appropriately, which include the protection of the privacy of the consulter or harassment victim, ensuring consultation confidentiality, and preventing any adverse consequences from the consultation. In fiscal 2018, we delivered a Harassment Prevention Guidebook to all employees of Olympus Group companies in Japan. We used e-learning for employee training to prevent issues arising. Together with this training, we have delivered 16,500 Guidebooks to all the employees in the 17 Olympus Group companies in Japan. This time, we have added to the Guidebook an item on gender minorities (LGBT, etc.). We have also revised our Internal Consultation Manual to cover the type of harassment (power harassment, gender harassment including maternity, paternity and LGBT, etc.) which are changing with the times.

We also hold regular harassment prevention training programs for managers, who are responsible for creating a respectful culture in the workplace and to promote further understanding to achieve harassment-free offices.

Response to the UK Modern Slavery Act

Olympus KeyMed, the Olympus Group company in the UK, has issued the following statement in accordance with the provisions of Article 54, Clause 1, of the 2015 Modern Slavery Act in the UK.

Olympus UK and Ireland: SLAVERY AND HUMAN TRAFFICKING STATEMENT (In English only)
<https://www.olympus.co.uk/company/en/news/publications/>