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We engage in activities that promote the awareness of human rights to create workplaces that respect the rights of every employee, free of discrimination or harassment due to race, ethnicity, nationality, religion, physical or mental disability, pregnancy and birth, or childcare and nursing care leaves.

### NTT Group Human Rights Charter

In accordance with the Universal Declaration of Human Rights and other references, the NTT Group has long endeavored to address the Dowa Issue (discrimination based on ancestry in Japan) and other human rights issues, and to create a corporate culture opposed to any form of discrimination. In recent years, businesses have become more global, and the international community is strongly urging companies to implement measures aimed at ensuring that human rights are respected. Amidst this rising emphasis on human rights, the NTT Group unveiled its NTT Group Human Rights Charter in June 2014. This charter embodies our commitment toward fulfilling our social responsibilities as a company that is actively growing on the global stage.

The NTT Group supports the ideals within ISO 26000, an international standard for social responsibility published in 2010, as well as the Guiding Principles on Business and Human Rights endorsed by the United Nations Human Rights Council in 2011. These ideals were incorporated into the NTT Group Human Rights Charter.

### NTT Group's Human Rights Charter

We recognize that the respect for human rights is a corporate responsibility and aim to create a safe, secure and rich social environment by fulfilling its responsibility.

1. We\*1 respect internationally recognized human rights\*2, including the Universal Declaration of Human Rights in all company activities.
2. We responsibly respect for human rights by efforts to reduce any negative impacts on human rights holders. We respond appropriately when negative impacts on human rights occur.
3. We aim not to be complicit in infringing human rights, including being involved in discrimination, directly or indirectly.
4. When negative impacts on human rights are done by a business partner and are linked to a product or service of the NTT Group, we will expect them to respect human rights and not to infringe on them.

\*1 "We" means the NTT Group and its officers and employees.

\*2 "Internationally recognized human rights" refers to the declarations and rules considered to be the minimum standards that warrant international protection, and specifically include the following.

**United Nations**

The Universal Declaration of Human Rights and the Two Covenants on Human Rights

- Universal Declaration of Human Rights (Adopted by the U.N. General Assembly in 1948)
- "International Covenant on Economic, Social and Cultural Rights" and "International Covenant on Civil and Political Rights" (Adopted by the U.N. General Assembly in 1966, came into effect in 1977)

**International Labor Organization (ILO)**

Fundamental principles laid out in the eight Core Conventions of the ILO Declaration

- ILO Declaration on Fundamental Principles and Rights at Work (Adopted by the 86th International Labor Conference in 1998)

As a member of the NTT Group, NTT DOCOMO will work to ensure that the background and purpose of establishing the NTT Group Human Rights Charter are understood, embraced and practiced by all employees in Japan and abroad.

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## NTT DOCOMO Group’s Basic Policies on Human Rights

### Basic Policies and Philosophy

Under the NTT Group’s Human Rights Charter, DOCOMO has established basic policies on human rights. Upholding the Universal Declaration of Human Rights’ principle that “All human beings are born free and equal in dignity and rights,” DOCOMO strives to create workplaces that are free of discrimination and harassment and to respect human rights. We conduct activities that raise awareness about human rights based on the NTT DOCOMO Group Code of Ethics, the NTT DOCOMO Group’s basic policies on human rights and CSR policies.

### NTT DOCOMO Group’s Basic Policies on Human Rights

Recognizing the importance of human rights, all NTT DOCOMO Group officers and employees are committed to taking the lead in creating a corporate culture that respects the human rights of all stakeholders while adhering to the “NTT DOCOMO Group Code of Ethics,” “NTT Group’s Human Rights Charter” and our “Policy toward CSR,” with the aim of building a safer, more secure and richer society.

1. We will, through our business activities, strive for a solution on the Dowa issue\* and other human rights issues.
2. We will respect diversity and strive to create a healthy working environment that is free of harassment issues by deepening communication and fostering a sense of mutual gratitude.
3. We will, and from the standpoint of respect to human rights, review our operation, as appropriate, and will adapt and improve these to our business activities.
4. We will cooperate with other NTT DOCOMO Group companies in constructing a proper structure to initiate and execute employee-focused human rights practice, including the establishment of “Human Rights Committee.”

\* Owing to discrimination which had been formed based on the structure of social status in the course of the historical development of Japanese society, some Japanese people have been forced to accept a lower status economically, socially and culturally, and they are subject to various kind of discrimination in their daily lives even today. This is the Dowa issue, which is a unique Japanese human rights problem.

DOCOMO also gives careful consideration to protecting the freedom of expression and privacy rights of people communicating via the Internet, social media and digital communication devices, which are ICT industry-specific issues that have been gaining more recognition by most telecommunications carriers in Europe and the U.S. With reference to the Principles of Freedom of Expression and Privacy established in 2013 by the Global Network Initiative, a global network of telecommunications companies, we take a stance to fulfill our own responsibility to respect and protect the freedom of expression and privacy of our users. This includes protecting the globally recognized rights of our users even in situations where we need to provide customer information under special circumstances, such as a matter of national security requested by the government.

● Principles of Freedom of Expression and Privacy

 [http://www.telecomindustrydialogue.org/wp-content/uploads/Telecoms\\_Industry\\_Dialogue\\_Principles\\_Version\\_1\\_-\\_ENGLISH.pdf](http://www.telecomindustrydialogue.org/wp-content/uploads/Telecoms_Industry_Dialogue_Principles_Version_1_-_ENGLISH.pdf)

## Management System

We established the Human Rights Committee for the management of our human rights initiatives, which is chaired by the senior executive vice president.

### Establishment of the Corporate Human Rights Committee

The Corporate Human Rights Committee is a Company-wide organization that promotes human rights awareness and handles the formulation and management of human rights training, as well as training measures and plans. Compliance Promotion Managers and Risk Compliance Leaders, who are in charge of human rights management in the workplace, are also designated at the unit level for activities rooted in respective workplaces.

### Monitoring Human Rights Activities

DOCOMO conducts an annual human rights survey based on the DOCOMO Group Code of Ethics.

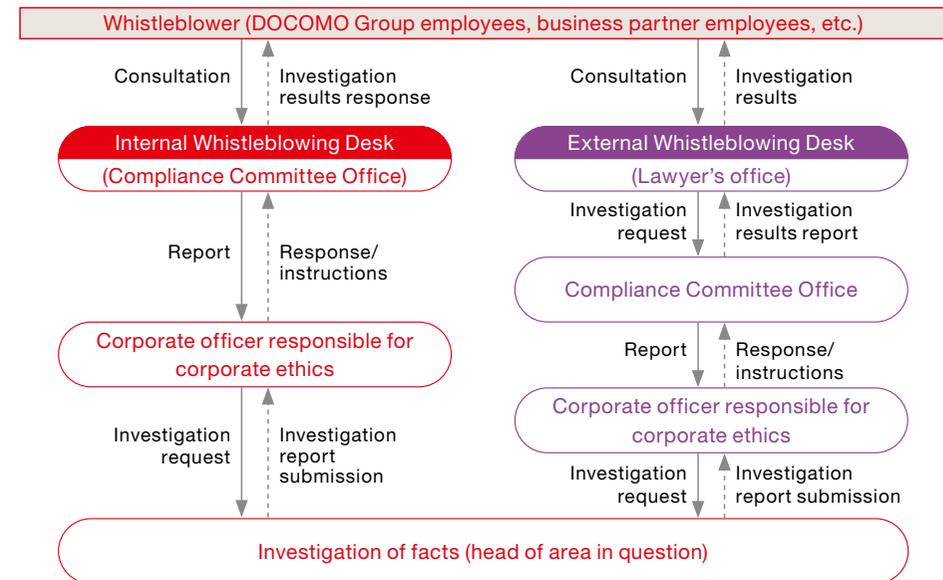
According to findings in its fiscal 2015 survey, in recent years there has been increased demand, mainly in Western countries, for companies to promote initiatives aimed at mainstreaming human rights throughout their supply chains. This has been reflected in various laws, including the UK Modern Slavery Act 2015, which came into force in 2015, and the California Transparency in Supply Chains Act, enacted in 2012. In consideration of this trend, we distributed an English version of the NTT Group's Human Rights Charter and NTT DOCOMO Group's Basic Policies on Human Rights and also conducted human rights management surveys at our overseas subsidiaries in March 2016.

In terms of domestic and overseas investments, and in addition to considering regulatory restrictions on human rights from the above-mentioned perspectives, we assess risks during the decision making phase using a checklist that includes criteria such as the working environment, terms of employment, and relationship between labor and management. The final investment decision is made after hearing expert opinions.

## Whistleblowing Desk for Human Rights and Harassment

DOCOMO has established points of contact inside and outside of Company channels for all employees, including temporary employees, to consult with when they have problems or concerns related to human rights or harassment. These whistleblowing desks protect the privacy of the employees who consult with them and provide protection for whistleblowers, while taking appropriate steps to resolve problems and concerns. In particular, the point of contact outside of Company channels is manned by counselors affiliated with an outside, specialized organization so as to ensure an environment where employees can have complete peace of mind knowing they will not receive any disadvantageous treatment as a result of engaging in consultation or whistleblowing.

### Compliance Whistleblowing Desk System





## Human Rights Violations

Human rights violations are rigorously dealt with through disciplinary action. From the standpoint of preventing recurrence, we alert employees of DOCOMO and its functional subsidiaries whenever disciplinary action is taken.

## Initiatives on Human Rights Practice

### Human Rights Message from Top Management

In conjunction with Human Rights Day (December 10) and Human Rights Week (December 4–10), which commemorate the UN's adoption of the Universal Declaration of Human Rights, the senior executive vice president and chair of the Human Rights Committee sends a message of respect for human rights to all employees every year. The message is intended to raise awareness of the subject by promoting an understanding as regards the spirit and purport of the United Nations' Universal Declaration of Human Rights and to ensure that all employees are familiar with human rights issues.

### Human Rights Awareness Training

To further raise human rights awareness, we actively conduct training at each organization for all employees, including temporary workers, using Web-based training and video materials, training suited to each career level (including executives), and training for Risk Compliance Leaders.

Starting with the basic question of “Why are companies addressing human rights issues now?” the training courses teach participants about a broad range of subjects, including discrimination, harassment and language sensitivity. We also implement a post-training survey to monitor improvements in awareness and the effectiveness of training.

Continuing on from last year, we conducted Web-learning sessions and held workplace discussions on human rights for all employees in fiscal 2015, implementing initiatives to raise human rights awareness among our employees.

### ● Human Rights Awareness Activities

We solicit human rights slogans and poster ideas from employees and give awards to exceptional entries in conjunction with Human Rights Week every year. In fiscal 2015 and fiscal 2016, we respectively received 29,334 and 28,622 entries for the slogans and 122 and 129 entries for the posters. In addition, we utilize an internal Company website on human rights awareness to regularly publish an email magazine on human rights, which includes important facts about human rights, as a tool for raising the awareness of all employees.

### Participation in the Industrial Federation for Human Rights, Tokyo

DOCOMO participates in the Industrial Federation for Human Rights, Tokyo, a voluntary organization comprising Tokyo-based corporations, and assumed the position of chair of the federation in 2016, and it conducts activities to enlighten the public and expand the human rights network. In concrete terms, we established a nationwide federation of corporations to battle discrimination against groups who have traditionally been targeted in Japan. This partnership, which includes regional industrial federations, convenes national conferences and exchanges information. We are pursuing a wide range of initiatives through interaction and collaboration with government agencies, business organizations and civil rights movements involved in a broad spectrum of human rights issues.