

Mitigation Efforts for Major Risk Items (FY2023)

		Potential human rights risks				Reference
		Absence of commitment to respect for human rights	Overall human rights risks for employees	Inadequacies in the grievance mechanism	Forced labor, Human trafficking, and Prohibition of child labor	
Overview of potential risks		There is no established human rights policy demonstrating the commitment to fulfilling the responsibility to respect human rights as a company, and there is a possibility that the management's awareness of human rights is low.	There is a possibility of human rights issues arising due to inadequate surveys among employees of each company and insufficient awareness campaigns aimed at prevention and mitigation.	There is no established consultation service, which is a mechanism for understanding and addressing human rights issues related to business activities, and there are cases where remedial actions cannot be taken when problems arise.	The existence of technical intern trainees in the supply chain and whether their human rights are being protected are not being monitored, raising the possibility that forced labor and other abuses are occurring.	
Mitigation Measures, Mitigation Remedial Plan, Number of Sites Covered	Key Suppliers	2 companies	—	—	—	2 companies
	Shop operation sales agents	5 companies	2 companies	2 companies	6 companies	6 companies
	SoftBank Subsidiary	8 companies	7 companies	2 companies	7 companies	13 companies
	Softbank affiliates, etc. (Joint Venture)	—	2 companies	2 companies	1 company	2 companies
Mitigation measure	Common	<ul style="list-style-type: none"> Request for improvement efforts on risk items: Request for submission of improvement plans as necessary. Providing SoftBank's response procedures, samples, and usage formats. Introducing response procedures and best practice examples at seminars for group companies. Tracing improvement status based on this year's assessments. 				
	Individual	<ul style="list-style-type: none"> Establishment of human rights policies 	<ul style="list-style-type: none"> Conducting human rights surveys for employees Conducting training sessions for employees 	<ul style="list-style-type: none"> Establishment of a human rights consultation office 	<ul style="list-style-type: none"> Conducting investigations into the supply chain <Investigation items> <ol style="list-style-type: none"> Hiring status Management of third-party fraudulent salary deductions Verification of employment routes (compliance with laws and regulations) Proper management of passports Establishment of consultation service for technical interns 	