Respect for Human Rights

Management System
The Panasonic Code of Conduct expressly states that “we must respect human rights and do our best to understand, acknowledge and respect the diverse cultures, religions, mindsets, laws and regulations of people in the different countries and regions where we conduct business.” Panasonic supports the fundamental principles of the United Nations Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. The main parts of these principles are embodied in the Panasonic Code of Conduct.

Panasonic is also taking an active approach to reflecting ideas concerning global human rights in its management, including by making reference to the Guiding Principles on Business and Human Rights, which were adopted by the UN Human Rights Council in June 2011.

In fiscal 2016, Panasonic complemented the Code of Conduct by setting a “Global Human Rights and Labor Policies” and by implementing a management system for complying with that policy. The management system comprises several elements, including self-assessment checklists for properly identifying risks and evaluating potential impacts on human rights, as well as a manual outlining the procedures for correcting the risks that have been identified and for carrying out continuous improvement.

Going forward, in addition to efforts conducted with its employees, Panasonic will continue to cooperate with its suppliers throughout the world to fully understand laws and labor practices in different countries and to respect human rights.

Policy
As a company doing business globally, Panasonic believes in the fundamental principle of treating interactions not only with its employees but all stakeholders with the maximum degree of concern and respect for their human rights. Panasonic’s human rights policies are expressly outlined in the Panasonic Code of Conduct and the Global Human Rights and Labor Policies. These policies covers items concerning issues including working hours; wages; humane treatment; prohibition of discrimination; protection of privacy; concern for the human rights of foreign workers, trainees, and younger laborers; and the freedom of association and labor-management dialogues.

Education
Panasonic conducts regular training concerning its Code of Conduct—which sets forth its policies on the respect for human rights—including training for new hires or for newly promoted employees.

We also conduct “Overseas Employee / Pre-Overseas Appointment Training” for employees on assignment from Japan and posted at overseas subsidiaries. This training aims to provide education on human rights issues that demand particular attention overseas, including fair treatment, the prohibition of employment discrimination, and respect for union activities.

In 2019, we investigated human rights risks at more than 100 electronics and electric companies in China. Through these investigations, we identified risks that included insufficient management of young workers, gender bias during hiring and promotions, and overtime work beyond legal limits. To share these results and discuss possible preventive measures, we held training sessions in three cities in China, to which 53 employees from 34 group companies attended. Moreover, CSR managers and personnel from each department attend the annual Global CSR Meeting, where they discuss forced labor and human rights problems, and report to each managers.

Responsible Executive and Framework
The Chief Human Resources Officer (CHRO) is Executive Officer Shigeki Mishima (as of August, 2020).

The departments responsible for the respect of human rights consist of the Human Resources & Industrial Relations Department established at the Panasonic Headquarters, the human resources departments located in each of the seven
Panasonic Divisional Companies* (Appliances, Life Solutions, Connected Solutions, Industrial Solutions, Automotive, US, and China & Northeast Asia), and all business divisions and affiliated companies under the Panasonic umbrella.

*as of April, 2020

Human Rights Support Desk

Panasonic has established an Equal Partnership Consultation Office with dedicated contacts in both the Headquarters and employees’ labor union. We have also created contact offices in each Divisional Company and business division. This reporting framework allows us to address any human rights violation concern by employees, including temporary staff, who report cases of harassment, including sexual harassment, harassment towards sexual and gender (LGBT*), harassment based on power differentials, or related to pregnancy, childbirth, or childcare leaves. During consultations, we safeguard privacy and carefully handle the concerns, while confirming the employee’s needs. We also ensure that the employee and any other parties involved in fact-checking the case are protected from retaliation.

Furthermore, alongside the obligations to prevent harassment based on power differentials stipulated in the Labor Measures Comprehensive Promotion Act (revised June 2020), we have updated our leaflet covering Company policies on harassment, definitions of harassment, case studies showing what constitutes harassment, Panasonic internal regulations, and our in-house consultation framework. We are working to educate all employees on these points. Through the Equal Partnership Consultation Office, we also carry out training on harassment prevention and organize activities to help solve workplace issues and create a friendly work environment.

In addition, we have established a global hotline (with service in 28 languages) for our employees and external business partners. Reports can be made to this hotline whenever compliance violations (including human rights-related violations) are noticed or suspected. The hotline uses an external, unaffiliated system that does not identify the person making the report.

*LGBT: An acronym for lesbian, gay, bisexual, and transgender

Participation in International and Industrial Partnerships

As a member of the Japanese Business Federation’s task force on its Charter of Corporate Behavior, Panasonic partnered with other member companies to create the Implementation Guidance of a new human rights section on the Charter of Corporate Behavior, which was revised in 2017 for the first time in seven years.

Additionally, Panasonic took part in formulating the “Joint Declaration Toward Correcting Business Practices that Lead to Long Working Hours,” which was jointly issued in September 2017 by economic organizations, including the Japanese Business Federation, and various industry organizations such as the Japan Electronics and Information Technology Industries Association (JEITA).

Panasonic is an active member of JEITA, through which we actively strive to address the issues that our industry faces together with other companies in the electronics and IT industries. The JEITA CSR Committee, which Panasonic chairs, works with the EU, the OECD, and the ILO to promote the project on “Responsible Supply Chains in Asia”.

Joint Declaration on Rectifying Correcting Business Practices That Lead to Long Working Hours

The Responsible Supply Chains in Asia programme

ILO and the JEITA CSR Committee Host a Seminar Promoting CSR in Global Supply Chains
Respect for Human Rights: Performance Evaluation

As a company doing business globally, Panasonic strives to respect human rights based on international standards, the laws and regulations of each country or region as well as Panasonic Code of Conduct.

Furthermore, since 2007, Panasonic has been conducting Overseas Human Resources and Labor Assessments aiming to identify, comprehend, and resolve issues in personnel management and labor management overseas. The checklist used in the survey contains around 300 items, including those concerning proper implementation of labor management; compliance with local labor laws, employment systems, and business practices; as well as identification of negative influential factors on business and of latent risks that could cause labor-related issues.

After the local affiliate has conducted a self-assessment based on the checklist, an assessor who belongs to a Divisional Company or business division in Japan performs an audit. Efforts to resolve problems identified via these assessments are undertaken primarily by Lead Assessor (mainly managers in charge of human resources), who strive to raise the level of labor management.

Furthermore, since fiscal 2015, Panasonic has implemented risk assessment and improvement efforts based on a “Self-Assessment Checklist” related to labor and human rights issues.

Because issues regarding working hours management have been observed at some companies through these self-assessments, we are striving to implement improvement plans to solve these issues such as revisions to the organization of personnel, work management methods, and equipment automation.

In addition, Panasonic receives audits from the clients that we supply. We were audited over 25 times in fiscal 2020, and we are engaged in correcting and improving the areas that our clients have indicated as potentially problematic in terms of human rights and labor standards. These efforts include reviewing our work regulations and management methods.

Key Issues and Countermeasures

Social trends indicate an increase in the rate of consultations about harassment based on power differentials (such as bullying and verbal harassment). The most common reason for Panasonic employees to consult with the Human Rights Support Desk also concerns harassment based on power differentials. As part of our goal to create harassment-free workplaces, we have distributed educational materials to all our workplaces coinciding with the June 2020 statutory revisions, while also striving to impart fundamental knowledge and foster an awareness of this issue that will change behaviors. Efforts in this area include implementing training to improve employee awareness, as well as conducting ongoing educational activities.
Respect for Human Rights: Efforts Concerning Fundamental Human Rights

Panasonic’s Structure for the Respect of Fundamental Human Rights

The major structure of the fundamental human rights that Panasonic commits to respect is shown in the following diagram:

Prohibition of Forced Labor, Effective Abolition of Child Labor, and Attention to Young Workers

When recruiting employees, Panasonic strives to protect fundamental human rights and engages in recruitment activities that comply with the laws and regulations of the countries in which it operates. Panasonic also prohibits forced labor, labor against the will of any employee and child labor. In order to prevent child labor, we have notably added age verification items into the “Self-Assessment Checklist” used when individuals join the company. As risks of child labor are considered to be particularly high in China and other Asian countries, Panasonic is thoroughly implementing age checks in these regions. We do not make employees under the age of 18 engage in heavy labor and offers them consideration and support so that they may have opportunities to receive a proper education.

For information on suppliers, please see Responsible Procurement Activities.

Providing Employment Opportunities for Young People

Panasonic holds a Professional Internship Program (PIP) twice annually through industry-university cooperation.

PIP has the following three goals:
• To train human resources on industry-university cooperation
• To provide an opportunity for learning through work experience
• To eliminate employment mismatches by verifying work appropriateness

In our Group companies in China as well, we offer internship programs and accept university students at business sites during their long holidays. This provides opportunities for students to learn about actual business challenges and to propose ideas for solutions.
Employing Foreign Workers

Because of the high human rights and labor-related risks faced by migrant and foreign workers, Panasonic has introduced a verification system aiming to ensure that Panasonic-affiliated entities are not allowing temp agencies to collect any fees and are not retaining workers’ passports or other identification documents. This verification system also ensures that temp agencies are providing workers with written employment contracts, including terms of employment, in the workers’ native languages.

Panasonic recruits employees and accepts temporary workers based on the laws and regulations of their respective country, so that no employees have to work against their will or are unduly subjected to disadvantageous working conditions.

Prohibition of Discrimination

Panasonic strives to create workplaces where diverse and talented individuals can respect one another as vital partners, regardless of factors such as race, sex, age, nationality, beliefs, religion, social status, disability, sexual orientation and gender identity. We also strive to create a lively and supportive work environment where people can work in an active manner, with consideration of the laws and regulations of each country.

Panasonic has established recruitment standards that select employees based on the applicants’ aptitudes, capabilities, and desires. To thoroughly implement these standards, Panasonic Corporation (Panasonic in Japan), for instance, educates interviewers based on the “Recruitment and Human Rights” handbook, drafted for the purpose of promoting fair recruitment selection by the “Hellowork” public employment stability office established by the Japanese government.

Regarding employee discipline, Panasonic has, among other work regulations, provisions mandating the respect for human rights, forbidding illegal behavior, and forbidding sexual harassment in the workplace. Disciplinary measures are to be taken in the event of a violation of any one of these provisions, as expressly stated in the Employee Work Regulations.

Furthermore, the company is engaged in the following efforts to prevent sexual discrimination, including sexual harassment, as well as harassment based on power differentials, and to comply with the Act for Eliminating Discrimination against Persons with Disabilities in order to create a more fair, equal, and pleasant workplace:

- Establishment, publication, and thorough implementation of policies on sexual harassment
- Distribution of leaflets and manuals on sexual harassment
- Seminars and training on sexual harassment, harassment based on power differentials, and workplace culture revitalization
- Carrying out management-level training on harassment
- LGBT-related training
- Distribution of educational materials to increase employees’ awareness regarding

Managing Working Hours

Based on labor-related laws and labor-management agreements (labor agreements, etc.) in the respective countries, Panasonic has established provisions in its work regulations related to elements including appropriate working hours, break times, overtime work, holidays and leave. In addition, Panasonic strives for the optimal placement of personnel, so that excessive overtime is not exclusively imposed on certain employees. We also engage in comprehensive employee mental and physical health management, such as by offering additional health checks in the rare event that an employee has worked excessive hours.

We have also established our own working-hours management system to ensure compliance with Japanese labor laws, and since fiscal 2018, we have been engaged in programs for all employees, including management, that are meant to eliminate excessive overtime above 80 hours per month and to have all employees leave work every day by 8 p.m.

Wage management

Panasonic has established Corporate-wide guidelines for compensation system design and aims to realize competitive and attractive compensation levels, based on labor standards of the legislation and on labor agreements in the respective countries where it operates. We have also adopted, in our employee wage regulations, provisions for adequate wages, commuting allowances and other expenses, bonuses, other compensation paid on occasional bases, retirement and allowance.

Panasonic has implemented a “Role / Grade System” that determines compensation based on the work or role in which employees are currently engaged; there are no gender-based inequalities in this compensation system.
In Japan, to ascertain whether employees’ wages are being paid correctly, labor unions conduct annual surveys of wage conditions among their members and check whether those members are being properly paid the salaries resulting from wage negotiations decided between labor and management.

Overseas, Panasonic establishes for each country company regulations to comply with wage-related laws and regulations related to minimum wages, statutory benefits and overtime. We conduct our operations based on these regulations and—for the specified period and time of payment—notify employees through pay statements and electronic data, and pays them directly.

In cases where the laws of the country in question do not prohibit monetary disciplinary action, Panasonic recognizes the validity of such disciplinary action, and does not prohibit it. However, this is all predicated on the procedures for such actions as well as the monetary amounts involved being established within legal limits, taking into account the impact on the recipient’s life, as well as such measures being codified in internal regulations and made well known to employees. The Japanese law does not prohibit monetary discipline, but Panasonic’s disciplinary rules within Japan do not include monetary disciplinary measures.

The Respect for the Freedom of Association and the Right to Collective Bargaining

Panasonic believes that the freedom of association, combined with the right to collective bargaining, is one of the fundamental human rights that companies should respect.

In countries and regions that allow for the formation of labor unions—as for instance, in Japan—Panasonic and the Panasonic Group Workers Union Association have stipulated in their labor agreement that unions retain the rights to organize, to collectively bargain and to strike.

In addition, even in countries and regions where the formation of labor unions is not permitted by laws, regulations, or conventional labor practices, the Panasonic Code of Conduct stipulates the de facto promotion of issue resolution through labor-management dialogues, which are the goals of the principles of the freedom of association and the right to collective bargaining. In addition, Panasonic expressly lists these dialogues as one of the conditions for doing business with suppliers in its Standard Purchase Agreement and demands suppliers comply with this condition.

Standard Purchase Agreement (Excerpts)

(Omitted)

(2) Respect for Human Rights

5) Taking into account the laws and labor practices of each country, the Company will try to foster a good relationship with its employees and to resolve issues of, among others, workplace and working conditions by constantly having a sincere and constructive dialogue.

Panasonic Code of Conduct, Chapter 3: Employee Relations


Standard Purchase Agreement (Excerpts)

(Demand on Suppliers to Respect Human Rights)

The Supplier shall try to foster a good relationship with its employees and to resolve issues by constantly having a sincere and constructive dialogue.

Japan

Panasonic has adopted a “union shop” system, whereby all full-time company employees automatically become labor union members upon being hired with that status, and it has concluded labor agreements and a basic agreement with the Panasonic Group Workers Unions Association (PGU). Except for employees engaged in management work, almost all full-time Panasonic employees in non-managerial roles (96.7%) are labor union members. In addition, we respects the right of non-regular employees to join a labor union if they choose to do so. At Panasonic, important management issues
are discussed in advance with labor unions, and Management-Labor Committees are established as a forum for people to express their opinions on these issues. Particularly, important decisions are explained to the labor unions, and Labor-Management Councils are held to provide an opportunity for people to express their approval or to propose changes.

Both Management-Labor Committees and Labor-Management Councils are held periodically and separately at the Panasonic Corporation (in Japan), Divisional Company, and business division levels. The Corporation-level Management-Labor Committee includes notably the Panasonic Group President, the Executives Officer in charge of human resources as well as the head of the PGU Central Executive Committee, and is held once per month. The Corporation-level Labor-Management Council includes the Panasonic Group President and Executives as deemed necessary, as well as the head of the PGU’s Central Executive Committee and other members as required.

As per the Labor-Management Agreement, there is no pre-defined minimum notification period to give when a crucial matter for consideration has arisen, such as a structural change. However, Panasonic internal bylaws establish a basic rule that this period should be one month plus one week prior to the date that discussions are to begin. In addition, after the company has issued a proposal, there will be discussions, if necessary, every single day at every level—Panasonic Corporation (in Japan), Divisional Company, and business division—until both labor and management have reached complete agreement.

**Europe**

Following an EU directive* adopted in 1994, Panasonic set up a voluntary labor-management agreement to provide a venue for meaningful discussions between labor and management, and established the Panasonic European Employee Congress (PEEC).

In fiscal 2020, 29 employee representatives and 20 company representatives assembled in Munich, Germany; exchanged information and held fruitful discussions on matters concerning including management strategy and, business issues.

*EU directive: A directive that obliges all companies employing 1,000 or more employees in two or more countries of the European Union to establish a pan-European labor-management consultation committee

**China**

The unionization rate among private companies in China varies among different groups of firms, but nearly all Panasonic affiliated companies have organized labor unions (gōnghuí) and are actively engaged in labor-union related activities.

Specifically, Panasonic conducts initiatives including periodic labor-management dialogues, proactive joint labor-management recreational events, and prior explanations to unions concerning important management decisions. Panasonic is thus focusing its efforts on building good relations between labor and management, which we consider the basis for business development. In 2019, we deliberated on issues including remuneration, employee benefits, KPI management, and employee disciplinary actions. We successfully reached a labor-management agreement that adequately accounts for the many varied factors of our business, including improving corporate efficiency and profit, as well as providing our employees’ families with a better quality of life.

**Efforts to Protect the Rights of Children**

Through the following programs, Panasonic shows respect for the human rights of children and supports their healthy growth.

- Programs supporting employees raising children
- Providing products that support people raising children
- Safe and secure, child-friendly product design that is conscious of healthy development
- Corporate citizenship activities that safeguard and support the rights of children

We are committed to fostering the next generation through corporate citizenship activities, such as funding scholarships and offering career education programs.

Details on corporate citizenship activities: https://www.panasonic.com/jp/corporate/sustainability/citizenship.html

Furthermore, with the spread of COVID-19, we are rolling out new initiatives, such as support for at-home learning, mental health care, and donations to related NPOs to assist children impacted by the emergency declaration.

Support for at-home learning: Panasonic Kids’ School
https://www.panasonic.com/jp/corporate/sustainability/citizenship/pks.html (Japanese only)
Respect for Human Rights: Initiatives Relating to Global Standards, Legislation, Regulations, and So Forth

State of Efforts Relating to the ILO Core Labour Standards
Panasonic supports the fundamental principles of the United Nations Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. The major parts of these principles are embodied in the Panasonic Code of Conduct. Panasonic’s Headquarters and each regional headquarters serve as bases for the collection of information on critical changes in legal requirements related to human rights and labor, and every one of our business sites works to ensure and strengthen our compliance with them.

The freedom of association and the right to collective bargaining
No. 87 (Freedom of Association and Protection of the Right to Organise Convention)
No. 98 (Right to Organise and Collective Bargaining Convention)

Prohibition of forced labor
No. 29 (Forced Labour Convention)
No. 105 (Abolition of Forced Labour Convention)
▶ “Prohibition of Forced Labor, Effective Abolition of Child Labor, and Attention to Young Workers”

Effective abolition of child labor
No. 138 (Minimum Age Convention)
No. 182 (Worst Forms of Child Labour Convention)
▶ “Prohibition Forced Labor, Effective Abolition of Child Labor, and Attention to Young Workers”

Rejection of discrimination in employment and occupation
No. 100 (Equal Remuneration Convention)
No. 111 (Discrimination (Employment and Occupation) Convention)
▶ “Prohibition of Discrimination”

Initiatives for the Prevention of Slavery and Human Trafficking
Modern slavery can occur in various forms including servitude, forced, compulsory labor and human trafficking, all of which include the deprivation of a person’s (an adult or child’s) liberty by another (collectively “modern slavery”). The following sets out the procedures Panasonic has put in place that aim to prevent modern slavery from occurring within our business or supply chain.

Panasonic is committed to a work environment that is free from modern slavery, in accordance with the laws and regulations of the respective countries in which we operate.

We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships. We are committed to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. We will not knowingly use modern slavery in any of our products and/or services supplied. Additionally, we use guidelines (see below) and Standard Purchase Agreements with suppliers to require that they not utilize slave labor.
Our Business and Key Risk Areas

Our Business
Panasonic’s business is organized into five key business segments: (as of April, 2019)

• Appliances
• Life Solutions
• Connected Solutions
• Automotive
• Industrial Solutions

Our Supply Chain
Our supply chain includes the sourcing of raw materials and minerals. For more details, please refer to “Responsible Minerals Procurement.” https://www.panasonic.com/global/corporate/sustainability/supply_chain/minerals.html

Our Key Risk Areas
Modern slavery risks are believed to be especially high in certain regions of the world. We are aware there are greater human rights and labor-related risks in areas where migrant foreign workers are widely employed. Panasonic is actively implementing a program of enhanced checks in these regions to ensure compliance with local legislation.

Due Diligence Process for the Prevention of Modern Slavery and Human Trafficking
As part of our initiative to identify and mitigate risks, we have taken a number of actions to verify the absence of modern slavery in our supply chain, including the following:

Panasonic Code of Conduct
This includes requirements on ensuring the respect for human rights and that Panasonic will not employ people against their will.

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<th>Chapter 3: Employee Relations</th>
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<td>(2) Respect for Human Rights</td>
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<tr>
<td>2) The Company will not employ people against their will, and will not use child labor. The Company will comply with the employment laws and regulations of the countries and regions in which it conducts business.</td>
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<td>→ Panasonic Code of Conduct, Chapter 3: Employee Relations</td>
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Recruitment
When recruiting employees, Panasonic adopts a perspective of protecting fundamental human rights and engages in recruitment activities that comply with the laws and regulations of the respective countries in which we operate. Panasonic also prohibits forced labor, including child labor. In order to prevent child labor, we have included age verification in the ‘Self-Assessment Checklist’ which is used when individuals join the company. The risk of child labor is thought to be especially high in China and elsewhere in Asia and Panasonic is implementing age verification in these regions. Panasonic does not allow employees under the age of 18 to engage in overtime work and heavy labor, and offers them consideration and support so that they have opportunities to receive education.

Training
We conduct training for all new, permanent staff on our Basic Business Philosophy and Code of Conduct. This includes training on compliance with local laws, including employment laws, and respect for basic human rights with emphasis on not employing persons against their will.

Confidential Whistle-Blowing
We protect whistle blowers by providing an anonymous whistle-blowing hotline for employees. Employees are regularly reminded of the whistle-blowing hotline and are encouraged to use it if they suspect any potentially illegal behavior or practice.
Procurement Policy
Panasonic’s Procurement Policy expresses our basic philosophy and views on procurement, including human rights and labor health and safety.
▶ “Procurement Policy”

For Suppliers
We ask our suppliers to meet our CSR requirements, including the respect of human rights and the health and safety of workers.

Panasonic Supply Chain CSR Promotion Guidelines (Excerpts)
1-1 Prohibition of Forced Labor
Suppliers shall employ all workers of their own free will with no worker being subject to forced labor.

Specific action items
• Suppliers shall not engage in forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons.
• Suppliers shall not impose unreasonable restrictions on workers’ freedom on entering or exiting workplace or dormitories.
• Suppliers shall provide written notice to a worker about his/her working conditions in the national language before signing the formal contract (in the case of a foreign worker, prior to departing from his/her original country).
• Suppliers are prohibited to make any unfair changes of the contract in the working country, when the contract had been concluded in the original country.
• Suppliers shall permit workers to terminate their employment freely.
• Suppliers, manpower supply companies, and staffing agents shall not retain any government-issued identification card, passport, working permit (unless such holdings are required by law), immigration application, and any other similar documents.
• Suppliers, manpower supply companies, and staffing agents shall not collect any recruitment fees from workers.
• Suppliers shall inform workers of all items deducted from their salaries.
• Suppliers shall request and confirm that manpower supply companies and staffing agents comply with all of the above items.
▶ “For Suppliers”

Standard Purchase Agreements (Excerpts)
(Demand on Suppliers to Respect Human Rights)
The Supplier must strive to provide equal employment opportunities and not engage in forced labor, child labor, excessive work hours, illegal employment of foreign workers, or other unlawful/inappropriate labor practices. With regard to employment conditions, including wages and work hours, the Supplier shall comply with the laws and regulations of countries and regions in which business activities are undertaken.

CSR Self-Assessments for Suppliers
We request our suppliers to conduct CSR self-assessments. The checklists used for these self-assessments includes questions that address all the issues related to modern slavery, including the confirmation of worker ages in order to prevent child labor, prohibitions against the collection of fees or retention of worker passports or identification documents by recruitment agencies and the requirement to provide employment contracts (including terms of employment) in workers’ native languages. For details, please see Responsible Procurement Activities: Ensuring CSR among Suppliers.

Continuous Improvement Activities for the Future
Some of Panasonic’s supply chains fall in high-risk areas, and we are very much aware that there are serious risks in those areas with respect to human rights and labor. We ask suppliers to hire workers based on the respective laws and regulations of each country in order to ensure that they are not employed against their will. Given the complexity of these supply chains, completely eradicating modern slavery at all our suppliers will take time and effort. For this reason, we are
committed to making sustained initiatives against the problem of modern slavery.

Panasonic will continue to promote compliance with our own CSR policies and applicable laws and regulations, in cooperation with our suppliers, through the ongoing implementation of CSR self-assessments and follow-up activities.

**Initiatives Relating to Compliance with SA8000**

SA8000 is an international standard concerning labor and human rights that has been issued by the US NGO Social Accountability International. The standard provides voluntary requirements for employers to fulfill, including concerning the rights of workers in the workplace, the working environment, and management systems. The eight requirements laid out by SA8000 and the state of Panasonic’s initiatives concerning each management system are publicly available from the following websites:

1. **Child Labor**
   - “Prohibition of Forced Labor, Effective Abolition of Child Labor, and Attention to Young Workers”
2. ** Forced or Compulsory Labor**
   - “Prohibition of Forced Labor, Effective Abolition of Child Labor, and Attention to Young Workers”
3. **Health and Safety**
   - “Occupational Health and Safety”
4. **Freedom of Association & Right to Collective Bargaining**
5. **Discrimination**
   - “Prohibition of Discrimination”
6. **Disciplinary Practices**
   - “Prohibition of Discrimination”
7. **Working Hours**
   - “Managing Working Hours”
8. **Remuneration**
   - “Managing Wages”