

Major Human Rights Risks (Negative Impacts on Human Rights)	
Major Item	Minor Item
1. Forced labor	Forced labor without workers' consent, falsification or non-fulfillment of labor contracts
	Debt labor, claiming fees related to employment
	Violation of freedom of residence and relocation
2. Child labor	Labor of children under 15 years of age
	Dangerous or harmful work for those under 18 years of age
3. Employment	Lack of employment for the disabled
	Violation of rights of foreign workers (including technical intern trainees)
	Discriminatory hiring practices
	Impact on employment due to consolidation of offices
4. Working conditions and working environment	Overtime work outside of legally mandated hours, consecutive working hours, and restrictions on vacation time
	Physical and mental health hazards such as work-related accidents due to inadequate health and safety conditions
5. Wages and benefits	Insufficient and unpaid wages, inadequate living wage and minimum wage
	Wage disparity between men and women
	Failure to provide contractually agreed social security, benefits and allowances
6. Freedom of association	Forced labor union participation/non-participation, unfair treatment in labor-management negotiations
	Right to collective bargaining
7. Discrimination and Harassment	Discrimination in treatment (race, nationality, disability, religion, social origin, sex, gender, etc.)
	Sexual harassment, power harassment, maternity harassment, and other harassment
	Lack of consideration for diversity and minorities
	Discriminatory expressions in advertisements
8. Privacy	Inappropriate acquisition, use, provision to third parties, disclosure, etc. of personal information and privacy information
9. Environment	Impact of environmental pollution at factories on local residents
	Negative impact on the environment due to the use or disposal of CKD products
10. Product safety	Negative physical and mental effects due to the use of CKD products and services
	Concerns and adverse effects caused by inability to access necessary information (substances contained, materials, etc.)
	Impact on product safety due to data falsification
11. Conflict	Military use of CKD products and services
	Use of conflict minerals