IINO Group Human Rights Risk Map

Frequency of occurrence and damage to social credibility (vertical axis: Small ← → Large)

Size, Scope, and Difficulty of Relief (horizontal axis: Small ← → Large)

	Small ←			→ Large
→ Large	□ Healthcare ●□☆ Sex/Gender ●□☆ Nationality and Race ●□☆ Security (Information leakage)	□ Long Working Hours ●□ Occupational Accidents (Physical injury/Mental Disorder) ●□ Care for Safety in the Work Environment (General) ●□▲☆ Discrimination (harassment) ●□☆ Care for Safety	▲☆ Respect for Biodiversity ▲☆ Waste and Recycling	●□☆ Child and Forced Labor in the Supply Chain ●□▲☆ Accidents such as Fires and Explosions ●▲☆ Environmental Pollution
	● Fair Compensation (Supply Chain) ●□ Ocupational Diseases □ Care for Safety in Living Environment (Overseas assignment) ●□ Care for Safety in Living Environment (Dormitory and onboard) ●□ Violation of Laws and Regulations ●□ Inappropriate Transactions (Anticompany) ●□▲☆ Discrimination against physical and mental disabilities □ Remedies for Employees (Including employee candidate)	●□ Care for Safety in the Work Environment (Systems and rules) ●▲☆ Land Grabbing ● Whistleblower System for Business Partners	● Long Working Hours (supply chain) ●□ Care for Safety in the Work Environment (infection control) ▲ Appropriate Information Disclosure	▲☆ Conflict Minerals ▲☆ Responding to Climate Change
Small ←				

※We have also identified potential risks, which are not necessarily risks that are currently manifesting themselves in our Group.

● = Business Partners

□ = Employees (Regular and irregular), Executives, Seafarers, Retirees, Foreign Employees, and Employee Candidate

▲ = General Public (Consumers), Local communities

☆ = Other