The IHI Group promotes initiatives for raising awareness on human rights. Activities to raise awareness of human rights began in 1981 with the establishment of the company-wide Dowa Promotion Committee. Recognizing IHI’s corporate social responsibility, a basic policy was formulated to support fair, nondiscriminatory treatment of human resources, which is now a key aspect of IHI’s business. Since then, in light of domestic and international trends and changes in the social environment, based on the policies and plans decided by our companywide committee, we roll out various activities such as human rights training and enlightenment campaign. In FY2017, the name of the company-wide committee was changed to the IHI Group Committee for Promotion of Human Rights to recognize the broadening perspective and a group-wide approach of IHI’s human rights activities.

Outside Japan, relevant human rights issues include child labor and forced labor, which IHI is addressing from a global perspective. In this context, IHI’s Basic Code of Conduct includes respect for human rights as a fundamental principle of the company. Since then, IHI has been implementing various relevant initiatives on an ongoing basis. The activities are reported to executive management, a reflection of their importance to the company.

Due Diligence
In order to grasp business-related risks, IHI has begun identifying our human rights risks and impacts. We conducted a Human Rights Awareness Status Survey targeting 16 major overseas affiliated companies in order to ascertain any human rights issues.

Human Rights Training
In 2018, over 5,000 employees participated in position-specific training, training at IHI offices and plants, and training conducted by third parties, to deepen awareness and knowledge of human rights, compliance, harassment and more.

Equal Wages for International Recruits
IHI practices fair and impartial wage setting both in Japan and in international locations. Employees are treated equally-regardless of gender-and basic wages are set in the same manner.

Support for sexual minorities (LGBT, etc.)
As part of support for sexual minorities, we respond to the concerned person’s requests regarding operation of various schemes, including work systems and benefits. Moreover, we have launched full-scale LGBT Ally Action to recruit allies (supporters) and disseminate information to them. Through such activities, we attempt to establish a work environment in which sexual minorities can work comfortably.

Installation of “Multipurpose Toilets”
As part of establishing an environment for sexual minorities, disabled persons, and other people with specific care needs, we have installed “Multipurpose Toilets” based on a universal design.

Opening of a Consultation Service
We opened a consultation service to fairly and sincerely handle complaints and concerns from employees while protecting their privacy.

Third-party Evaluation
PRIDE Index Gold Award
IHI received the Gold Award, the highest level of commendation for the PRIDE Index 2018, an index evaluating workplace initiatives for sexual minorities, such as LGBT, established by the voluntary organization, Work with Pride.