

# Nikkei Group announces Human Rights Policy

July 30, 2024 – The Nikkei Group announced its Nikkei Group Human Rights Policy on July 30th, outlining its fundamental approach to human rights for both internal and external audiences. Although respect for human rights and privacy in reporting activities, and the handling of personal information, are already incorporated in the Nikkei Reporting and Broadcasting Charter and the Nikkei Data Charter, the new Human Rights Policy further clarifies our commitment to respect the human rights of all people impacted by the Nikkei Group's business activities. It also contributes to the realization of “Better insights for a better world,” as set out in our purpose.

## Nikkei Group Human Rights Policy

Human rights can not exist without freedom. To be happy, people need the freedom to think, the freedom to decide how they live their lives. In this sense, the history of human rights is the history of protecting freedom. At the Nikkei Group, not only do we place respect for human rights at the center of our own code of conduct, but we also robustly pursue and draw attention to any violations of human rights that come to our notice, in Japan and overseas.

Based on this concept, the Nikkei Group hereby sets out the “Nikkei Group Human Rights Policy” (this “Policy”) to affirm that we respect the human rights of all people affected by the Group’s business activities. In accordance with this Policy, and by carrying out our corporate purpose—“Better insights for a better world”—the Nikkei Group will contribute to realizing a society in which respect for human rights is firmly embedded.

### 1. Fundamental Stance

In addition to abiding by the laws and regulations of every country and region in which the Nikkei Group operates, we uphold and comply with the “International Bill of Human Rights,” the “ILO Declaration on Fundamental Principles and Rights at Work” by the International Labour Organization (ILO) and the “Guiding Principles on Business and Human Rights” by the United

Nations. Where there is a conflict between internationally recognized human rights and the laws and regulations of a country or region, the Nikkei Group seeks ways to respect the principles of internationally recognized human rights.

## **2. Scope of this Policy**

This Policy applies to all officers and employees of the Group. We also encourage all business partners to deepen their understanding of this Policy and cooperate in enhancing their initiatives for respecting human rights.

## **3. Important Human Rights Issues**

The Nikkei Group does not tolerate any form of discrimination or harassment based on race, ethnicity, nationality, origin, gender, gender identity, sexual orientation, age, disability, religion, employment, occupation, or other status. We maintain a healthy work environment, including appropriate work hours and wages, and do not tolerate forced or child labor. The Nikkei Group respects freedom of association and collective bargaining rights. We do not tolerate defamation, privacy infringement, or discrimination arising from the spread of new internet services or communications technologies, or other technologies such as artificial intelligence.

## **4. Freedom of Expression and Protection of Privacy**

The Nikkei Group makes the utmost effort to ensure freedom of expression and protection of privacy in all of our content.

## **5. Human Rights Due Diligence**

The Nikkei Group maintains a human rights due diligence framework to identify and assess any adverse human rights impacts through our business activities and seeks to take appropriate action to prevent and mitigate such impacts.

## **6. Remedial Measures**

If the Nikkei Group is found to have directly caused or indirectly contributed to adverse human rights impacts through our business activities, we work to remedy the situation through fair and equitable means.

## **7. Education and Awareness-Building**

The Nikkei Group engages in education and awareness-building to promote better understanding of this Policy and ensure its implementation. We provide appropriate education to our officers and employees so that this Policy permeates and takes root throughout our business activities. The Nikkei Group also strives to promote this Policy among all our business

partners.

## **8. Dialogue**

The Nikkei Group engages in honest dialogue and discussions with related stakeholders in the process of implementing this Policy, and makes use of external expertise to enhance our initiatives to ensure respect for human rights.

## **9. Information Disclosure**

The Nikkei Group periodically discloses information on the status of initiatives to respect human rights based on this Policy via our corporate website and other means.

## **10. Implementation Structure**

The Nikkei Group's initiatives to respect human rights are deliberated by the Sustainability Committee, which is chaired by Nikkei's President & CEO; decided by the Board of Directors; and implemented by the relevant departments.

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### **About Nikkei**

Nikkei Inc. is a world-renowned media brand for Asian news, respected for quality journalism and for being a trusted provider of business news and information. Founded as a market news provider in Japan in 1876, Nikkei has grown into one of the world's largest media corporations, with 37 foreign editorial bureaus and approximately 1,500 journalists worldwide. Nikkei acquired the UK-based Financial Times in 2015. Our combined digital and print circulation totals about 2.3 million, and we are continually deploying new technologies to increase our readership.

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