

Strengthen Business Foundations

Strengthen Compliance

The RIKEN TECHNOS GROUP practices our corporate philosophy, the RIKEN TECHNOS WAY, and serves as an engine toward the creation of a sustainable society considering the responses to global environmental and social issues as important management challenges. To that end, Group companies promise to fulfill their social responsibilities in accordance with the ten principles in our Code of Conduct.

Compliance Education

Compliance training is continuously conducted for officers and employees of Group companies. We strive to nurture awareness about compliance by informing everyone about the RIKEN TECHNOS WAY and the RIKEN TECHNOS GROUP Code of Conduct as well as by conducting education related to compliance issues in daily operations and similar themes.

The RIKEN TECHNOS GROUP Compliance Manual—which explains topics such as the matters to be observed by Group employees and methods of response when an issue has occurred—is made known to our officers and employees as well as Group companies in Japan and overseas, and we make periodic revisions to the manual.



Compliance training for new employees

Compliance training conducted in FY2022

Period	Training	Participants	Scope
First half	Compliance training for new employees	New employees	Fundamentals of compliance; areas to note in work
	Workshop on the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors	Relevant departments	Areas to note when handling transactions with subcontractors in the course of work
	Workshop on the Act on Prohibition of Private Monopolization and Maintenance of Fair Trade	Sales departments	Fundamentals of the Act on Prohibition of Private Monopolization and Maintenance of Fair Trade and areas to note in daily transactions
Second half	Governance workshop for officers	Directors, executive officers, etc.	Compliance issues in the manufacturing industry
	Workshop on basic transaction agreements	Sales departments	Agreement signing procedures; areas to note when negotiating for the signing of basic transaction agreements
	Compliance training for factories and domestic affiliated companies	Factories and domestic affiliated companies	Overview of typical compliance violations and preventive measures
	Compliance training for employees being promoted to managerial positions	Employees being promoted to manager and general manager positions	Compliance issues that should be noted by managerial staff

Whistleblower System

RIKEN TECHNOS has established a whistleblower hotline which employees can use to receive advice about doubts regarding breaches of laws, regulations, and the Articles of Incorporation. Besides the Audit Department, we have also established for third party contact through a law firm, and taken rigorous measures to prevent whistleblowers from being identified within the company and make sure that no detriment is suffered by whistleblowers.

Bribery Prevention

We formulated the Basic Policy on Bribery Prevention by RIKEN TECHNOS GROUP and our Group as a whole strives to prevent bribery.

Elimination of Antisocial Powers

In the RIKEN TECHNOS GROUP Basic Policy on Internal Control System, we clearly state that Group companies “shall never have any relationships with antisocial powers or organizations that threaten the security and order of civil society” and that we “shall show fortitude and adamantly refuse any unreasonable demands by antisocial powers or organizations.” We are also part of the Special Violence Prevention Measures Association of the Metropolitan Police Department (Tokubouren) and exchange information with the local police and member companies. At the same time, we also make known our stance of eliminating antisocial powers in the compliance training conducted regularly for our employees.