

Strengthen Business Foundations

Strengthen Compliance

The RIKEN TECHNOS GROUP practices its 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 topics.

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 consolidated subsidiaries in Japan and overseas, and we make periodic revisions to the manual.



Human Rights and Compliance Training

Compliance Training Conducted in FY2023

Period	Training	Participants	Description
First half	Compliance training for new employees	New employees	Fundamentals of compliance; key points to note in work
	Compliance training for officers	Directors, executive officers, etc.	Corporate responsibility and preventive measures for harassment
	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 non-disclosure agreement	Technical departments	Agreement signing procedures; key points to note when negotiating for the signing of non-disclosure agreements
Second half	Human rights and compliance training	All employees of RIKEN TECHNOS CORPORATION and its consolidated subsidiaries in Japan	Overview of major human rights issues and compliance violations and their preventive measures
	Human rights and compliance training for employees being promoted to managerial positions	Employees being promoted to manager and general manager positions	Human rights and compliance issues that should be noted by managerial staff

Whistleblower System

We have established a whistleblower hotline for employees who wish to make reports or seek advice about doubts regarding breaches of laws, regulations, and the Articles of Incorporations to address such doubts in a timely manner. Besides the Audit Department, we have also established a third party contact through a legal advisory firm, and taken rigorous measures to prevent whistleblowers from being identified 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, our Group clearly states that we “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 a member 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.