

Human rights

Promoting and respecting human rights as a core business strategy

Dentsu is committed to upholding all internationally recognized human rights and the UN Guiding Principles on Business and Human Rights in every aspect of our operations. Promoting and respecting human rights as a core business strategy not only aligns with our vision to be at the forefront of people-centered transformations that shape society but is also essential to our long-term success. For details on our approach to due diligence, please visit our dedicated [Human Rights page](#).

Actions in 2023

This year, we have focused on strengthening our foundations. We have:

- established a global governance structure responsible for human rights-related issues;
- included human rights as a standing agenda item at the Group Sustainability Committee (GSC), and within functional working groups;
- conducted a Human Rights Impact Assessment (HRIA) with external experts;
- revised our Human Rights Policy and related internal controls; and
- developed a human rights training video for all employees.

Policy

Our Code of Conduct, Supplier Code of Conduct, Human Rights Policy and various policies related to specific impacts, set out our commitment to human rights, and

the expectations on all employees and suppliers.

The Human Rights Policy was updated in consultation with expert stakeholders and approved by the Group Management Board.

Governance

Our Representative Exec Officer, Exec VP/GCGO/GCFO, oversees our Group human rights program. Our Heads of Human Rights are responsible for day-to-day implementation of our Group human rights strategy, working closely with our Group functions teams to build and embed capacity for the management of our human rights impacts.

Human rights are a standing agenda item at the GSC which meets quarterly. This year, the GSC reviewed our Group human rights strategy and the results of our HRIA.

The Group Human Rights Committee and dentsu Japan Human Rights Education Conference cover Japan-specific issues. ([Details](#))

Risks and impacts

We proactively identify global and market-level risks, including real time alerts on social, environmental, and security events, bi-annual assessments of the risk profiles of our markets, and our annual engagement survey.

To complement this, we appointed an external expert agency to conduct a global HRIA. The results inform our priority action areas.

Our most salient impacts include:

- Equality and Non-Discrimination
- Freedom of Thought, Opinion, Religion, Belief, Expression and Access to Information
- Labor Rights and Harassment
- Privacy and Data Security
- Child's Rights
- Right to a Healthy Environment

Grievance

We encourage all employees, suppliers and stakeholders to raise any human rights concerns through our externally operated, free, anonymous and confidential [Speak Up@dentsu] portal (p. 87).

Incidents

This year, serious allegations of human rights abuses were made in the Japanese entertainment industry, which we engage with. We are closely monitoring the status of remedy measures, and are increasing our due diligence with this, in-line with our Code of Conduct, Supplier Code of Conduct and Human Rights Policy.