Human Rights Policies and Initiatives

MUFG recognizes respect for basic human rights as an important management theme, and has established the Principles of Ethics and Conduct and compliance manuals. (The Principles of Ethics and Conduct are listed on page 4.)

Human Rights Initiatives

MUFG recognizes respect for basic human rights as an important management theme, and has established the Principles of Ethics and Conduct and compliance manuals as part of its efforts to eliminate discrimination and create friendly work-places. We declare that, in the spirit of human respect, we shall not discriminate against people or violate human rights on the basis of race, nationality, beliefs, religion, gender, or other grounds.

More specifically, in group subsidiaries we have established human rights awareness promotion entities, which conduct awareness-raising trainings for executives and employees of every rank, and work to promote the correct understanding and appreciation of the human rights issues by each and every employee.

In addition, each company offers a place where employees can consult with professional staff about harassment-related behavior in the workplace, including sexual harassment and abuses of power. With this arrangement, we show no tolerance for this type of behavior and aim to prevent it.

Consultation Systems at Group Companies

BTMU has established a Counseling Room in its offices in Tokyo, Nagoya and Osaka. All employees, including temporary staff, can consult the Room about human rights issues such as sexual harassment and other abuses of power. The Room also visits branches and offices for in-person interviews, and carries out human rights awareness activities as part of its efforts to create friendly work-places.

MUTB has established a Human Rights Awareness Promotion Office in the Personnel Division. All employees, including temporary staff, can consult the Office about human rights issues such as sexual harassment and other abuses of power in a variety of ways, including in person, over the phone, or via e-mail. The Office also carries out human rights awareness activities as part of its efforts to create friendly workplaces.

MUMSS has started hotlines both inside and outside of the company to receive and handle consultations from employees about human rights issues such as sexual harassment and other abuses of power in the workplace, and also has offered trainings for all employees.

MUN has established a telephone consultation center in the Compliance Supervising Department and an external telephone consultation center as help lines to receive and handle consultations from employees about human rights issues such as sexual harassment and abuse of authority in the workplace.

Human Rights Awareness Slogan

The three companies BTMU, MUTB and MUN are actively engaged in human rights awareness activities, each year calling for suggestions for human rights awareness slogans for the Japanese Bankers Association and the Industrial Federation for Human Rights, Tokyo.

In connection with Human Rights Week (December 4 to 10), MUN made a broad appeal for slogan ideas from executives, employees and their families, with the aim of securing a solid foundation of a corporate culture of respect for human rights and a pleasant and discrimination-free workplace. Six slogans were awarded in the company—three each in the employee and family categories.