

Grievance List : FY2025

This list contains reports concerning the Oji Group received by JaCER.

No.	Case Type	Responses & Improvement Measures
1	Labor issues	Began sending regular letters to raise awareness of the grievance-handling mechanism.
2	Harassment	Launched workshops by a third-party organization to mitigate risks for migrant workers, targeting HR personnel of the local group company. Used regular letters to explain the difference between internal reporting and the grievance-handling mechanism.
3	Unfair dismissal	Informed the reporter that the case did not constitute unfair dismissal and conducted dialogue through an arbitration body.
4	Grievance procedures	Reviewed helpline operations and exchanged views with external experts.
5	Harassment	Through dialogue, clarified the reporter's concerns; then explained the company's specific improvement measures and secured the reporter's understanding.
6	Unpaid remuneration	Noting that previous explanations to employees were partly insufficient, provided additional explanations and took corrective actions for the employees.
7	Compliance violations	Under investigation.