

Human Rights Policy

1. Fundamental approach

The Group is promoting initiatives to respect human rights.

Based on the fundamental concept of “valuing our colleagues,” we are creating an organization where people with diverse lifestyles and experiences can be active, regardless of age or gender. We value the individuality of each employee, and are working to create an environment where employees can feel that their work is rewarding. Also, we recognize that the people we work with, including those from cooperating companies, are our “colleagues,” and we are raising safety awareness by prioritizing “respect for human life.”

2. Clear indication of scope of application and expected results

This policy applies to all officers and employees of our Group (including temporary workers; hereinafter referred to as “officers and employees”).

We will also promote initiatives to respect human rights among our business partners, including cooperating companies.

3. Respect for international norms

The international agreements to which the Group adheres include the International Bill of Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Ten Principles of the UN Global Compact, the UN Guiding Principles (UNGPs) on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

4. Human rights due diligence

To prevent or mitigate any negative impacts on human rights, we will work to establish the systems for conducting human rights due diligence.

5. Responses to human rights issues

Our Group will be working on the following aspects but will revise our approach as needed based on the results of human rights due diligence.

(1) Diversity & Inclusion

- We do not tolerate any form of harassment, whether in the office or on-site.
- We do not discriminate against anyone on the grounds of gender, age, nationality, physical characteristics, or any other reason.
- We embrace diversity, regardless of gender, sexual orientation, gender identity, etc., and value human rights and individual dignity.

(2) Creation of workplace environments

- We will create environments in which employees and partner companies can work safely and in good physical and mental health.

6. Relief and corrective action

In the event that negative impacts on human rights are identified, relief and corrective action will be sought through procedures and systems appropriate to the case.

7. Education and training

To ensure that this policy is firmly established throughout our business activities, we will provide education and training on respect for human rights to all officers and employees within the Group.

We will also conduct training sessions and awareness-raising activities to help cooperating companies in their understanding of this policy.

8. Communications with stakeholders

Valuing communication with all stakeholders, including our employees and cooperating companies, we will sincerely listen to any opinions that encourage our Group to reflect on its actions and strive to improve our efforts to respect human rights.

9. Information disclosure

We will disclose information about human rights policy-based initiatives via our integrated reports, website, and other channels.