

Human Rights Policy

1. Compliance with Laws

We endorse and respect international norms regarding human rights and comply with applicable laws and regulations.

Examples of major international frameworks and norms regarding human rights:

Universal Declaration of Human Rights, 10 Principles of the United Nations Global Compact, United Nations Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, UK Modern Slavery Act 2015, etc.

2. Prohibition of Discrimination

We respect the human rights of each person and prohibit discrimination on any grounds such as race, ethnicity, religion, nationality, social status, gender, age, employment status, disability, etc.

3. Prohibition of forced labor and child labor

We never condone forced labor, child labor, or any other unfair labor practices.

4. Elimination of harassment

We will not engage in human rights violations such as abuse, violence, workplace bullying, sexual harassment, power harassment, etc.

5. Collaboration with stakeholders

We will strive to gain the support of our customers, business partners, etc., and conduct business activities based on a shared belief in respecting human rights.

6. Education

We will provide continuous education to our employees so that accurate knowledge regarding respect for human rights spreads throughout the company.

7. Correction/Relief

If it becomes clear that our business activities cause or contribute to a negative impact on human rights, we will work to correct and provide relief through appropriate means.

October 1st, 2023
President & CEO **Hiroyuki Inoue**