



Takasago Group Human Rights Policy

Takasago International Corporation hereby establishes a Human Rights Policy (“the Policy”) based on the Universal Declaration of Human Rights and the two International Covenants, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, the Ten Principles of the United Nations Global Compact, and the United Nations Guiding Principles on Business and Human Rights, and will promote efforts for the respect of human rights. The Policy also articulates Takasago’s commitment to respect human rights in accordance with Basic Management Policy, Charter of Corporate Behavior and Code of Business Conduct.

1. Scope of Application

The Policy applies to all officers and employees of Takasago group including executives, permanent staff and contract staff. The group continuously encourages its business partners and suppliers to support the Policy and adopt a similar policy and cooperate with its business partners and suppliers in promoting respect for human rights.

2. Responsibility to Respect Human Rights

Takasago group will fulfill its responsibility to respect human rights by ensuring that its business activities do not result in violations of human rights, and by immediately addressing and correcting any adverse impact our business activities may have on human rights. In the event our business partners or suppliers have an adverse impact on human rights, we will use our influence to encourage them to take appropriate measures.

3. Compliance with Applicable Laws and Regulations

Takasago group will comply with the laws and regulations of all countries where it conducts its business activities. It will also respect international human rights standards to the maximum extent possible, and actively promote these standards.

4. Training and Education

Takasago group will provide regular and comprehensive training and education for its executives and employees to ensure understanding and correct application of our policies respecting Human Rights.

5. Human Rights Due Diligence

To fulfill our responsibilities regarding respect for human rights in accordance with procedures described in the Guiding Principles on Business and Human Rights mentioned above, Takasago group will establish a system of human rights due diligence and implement this in an ongoing manner. Due diligence is an ongoing process whereby the company will implement a regulatory risk management process to identify, prevent & mitigate relevant risks, and review.

6. Information Disclosure

Takasago group will openly disclose progress and results of its activities through various reports.

7. Workplace Policies

Takasago International Corporation supports and upholds the elimination of discriminatory practices in all aspects of employment and embraces diversity and inclusion. All employees are treated with respect, regardless of background.

Takasago group is committed to providing a safe and healthy work environment for our employees. We do not recruit individuals below the age of 16 and condemn all forms of exploitation of children and forced labor.

8. Dialogue and Consultation

In various efforts under the Policy, Takasago group will make use of independent expert external knowledge concerning human rights and will sincerely engage in meaningful consultation with people who are affected by our business.

9. Priority Human Rights Issues

The Takasago group recognizes that the world has a variety of human rights issues. We defined priority human rights issues as the Annex and appropriately implement them including engagement with our suppliers. The priority issues shall be revised as needed based on changes in society, business trends and other factors.

Annex: Priority Human Rights Issues

Prohibition of Discrimination and Harassments

Suppliers shall respect local cultures, and have zero tolerance for discrimination based on race, nationality, gender, sexual orientation, age, genealogy, religion, place of origin, immigrant, disability, or any other personal status.

Suppliers shall not make any statements or act in any ways that violate human rights, including sexual harassment, power harassment, etc.

Prohibition of Forced Labor, Etc.

Suppliers shall not be involved, in any ways, in any forced labor, such as labor with physical or psychological constraint.

Prohibition of Child Labor

Suppliers shall not hire children who have not yet reached the highest age either 16 years of age or the minimum employment age as prescribed by local laws and regulations.

Respect for Freedom of Association and Collective Bargaining Rights

Suppliers shall respect employees' freedom of association and collective bargaining rights and shall practice appropriate communication with employees to resolve problems relating to the workplace and employment conditions.

Comply with Labor Law

Suppliers shall pay employees at least the minimum wage as well as overtime wages and other extra pay in keeping with the wage laws and ordinances that apply in each country or region.

As of 15th May, 2019

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