

Kyokuto Kaihatsu Group Human Rights Policy

Respect for human rights is the cornerstone of all business activities and is an important social responsibility for a company.

The Kyokuto Kaihatsu Group regards the “Kyokuto Kaihatsu Group Human Rights Policy” as a summation of its management philosophy and all policies it establishes, and fulfills its responsibility for all human rights issues related to its business activities.

1. Basic stance

The Kyokuto Kaihatsu Group complies with the laws and regulations of the countries and regions in which it operates, while upholding human rights stated in the ten principles of the UN Global Compact, the “International Bill of Human Rights,” and the “Declaration on Fundamental Principles and Rights at Work” of the International Labour Organization (ILO). We also address human rights issues in accordance with the “United Nations Guiding Principles on Business and Human Rights.”

Where there are any conflicting demands between national legislations and internationally recognized norms on human rights, we seek ways to respect internationally recognized human rights principles. The Kyokuto Kaihatsu Group will promote initiatives for respecting human rights through active cooperation between our customers, including consumers, shareholders, suppliers, financial institutions, and local communities, in each country, and all officers and employees working for the Group.

2. Scope

This policy applies to all officers and employees of the Kyokuto Kaihatsu Group (all employees including contract employees, temporary workers, and part-timers).

3. Human rights due diligence

Through the human rights due diligence system, the Kyokuto Kaihatsu Group recognizes any negative impact of its business activities, including the supply chains, on the human rights of its stakeholders, and strives to reduce and mitigate the occurrence of such negative impacts.

4. Measures for correction and alleviation

If it becomes clear that our activities have caused, or turned out to be conducive to, negative impacts on human rights, we will make proper correction efforts by taking alleviation measures in accordance with the “Guiding Principles on Business and Human Rights” and the human rights due diligence system. In addition, if such problems occur in the value chain, including the supply chain, we encourage our business partners and those directly related to our products and services to take corrective measures.

5. Education

The Kyokuto Kaihatsu Group will provide its officers and employees with necessary education to implement this policy.

6. Information disclosure and dialogue

The Kyokuto Kaihatsu Group discloses a series of the human rights initiatives, including this policy, to the public. In addition, we will make external disclosures of negative impacts that have actually surfaced, and report the results of the corrective actions. We will have opportunities to dialogue with stakeholders and reflect opinions and requests obtained there in our policies and initiatives.

April 1, 2024

Kyokuto Kaihatsu Kogyo Co., Ltd.

Tatsuya Nunohara, Representative Director, President, CEO