Ichikawa Group Human Rights Policy

We, the Ichikawa Group, uphold our corporate motto, “Business is about people and harmony among people.” We believe that people are the foundation of our business and that the essence of our business activities lies in people working together in harmony. Recognizing that such harmony requires respect for the inherent freedom, dignity, and rights of every person, we hereby establish the following Human Rights Policy.

1. Basic Principles

We comply with the laws and regulations of the countries and regions in which we operate. We also support and respect international human rights standards, including the International Bill of Human Rights, comprising the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. This Policy has been formulated in accordance with the United Nations Guiding Principles on Business and Human Rights. To steadily advance initiatives under this Policy, we will also endeavor to establish an internal framework with the involvement of management.

2. Scope of Application

This Policy applies to all officers and employees of the Ichikawa Group. We will also encourage all business partners, including suppliers, to support and comply with this Policy.

3. Human Rights Due Diligence

In accordance with the United Nations Guiding Principles on Business and Human Rights, we will develop a human rights due diligence framework appropriate for the Ichikawa Group to identify, prevent, and mitigate adverse human rights impacts. In addition to avoiding causing adverse human rights impacts through our own business activities, we will endeavor not to contribute to or be involved in human rights abuses through our business relationships or other business activities.

4. Remedy

If it becomes clear that we have caused or been involved in adverse human rights impacts, we will work to provide remedy through appropriate procedures.

5. Education

To promote understanding of this Policy and enhance its effectiveness, we will provide all officers and employees with the necessary education and awareness-raising activities.

6. Dialogue, Consultation, and Disclosure

To appropriately identify and address human rights impacts, we will endeavor to engage in dialogue and consultation with relevant stakeholders as necessary. We will also endeavor to disclose information on the status of our initiatives to respect human rights through appropriate means.

7. Priority Human Rights Issues

Under this Policy, we have identified the priority human rights issues set forth in the Appendix and will implement appropriate measures to address them. We will review these priority issues as appropriate in light of changes in society and business conditions.

Appendix

1. Discrimination and Harassment

The Ichikawa Group respects the human rights of all people and does not tolerate any form of discrimination or harassment. In particular, we prohibit and do not tolerate discrimination based on race, ethnicity, nationality, religion, place of origin, sex, sexual orientation, gender identity, age, disability, or other such factors. In all aspects of employment, including recruitment, assignment, development, evaluation, compensation, and other employment-related matters, we make fair decisions based on each individual's aptitude and abilities and ensure equal opportunities without discrimination.

We also prohibit and do not tolerate any form of harassment, including power harassment and sexual harassment. Furthermore, we are committed to protecting the dignity and safety of our employees from inappropriate conduct by external parties, including customer harassment, and to ensuring a safe and secure work environment.

2. Forced Labor and Child Labor

We prohibit and do not tolerate unfair labor practices, including forced labor and child labor.

3. Workers' Rights

We respect workers' fundamental rights, including the right to organize, the right to collective bargaining, and the right to collective action. Through sincere dialogue and consultation with workers and their representatives, we strive to maintain and improve sound labor-management relations.

We also comply with statutory minimum wage requirements, seek to ensure appropriate wage levels that enable workers to continue working with peace of mind, work to prevent low wages and excessive working hours, and strive to provide a safe and healthy working environment.

4. Coexistence with Local Communities

As members of the communities in which we operate, we strive to coexist with local communities by respecting the safety, health, living environment, cultures, and customs of local residents and Indigenous Peoples, and by working to prevent and mitigate adverse human rights impacts.

5. Privacy and Personal Information

We respect individual privacy and appropriately manage personal information.