

Respect for Human Rights

Taikisha is promoting initiatives toward the respect for human rights of all stakeholders involved in its business activities.

Basic Policy

For Taikisha, respect for human rights is one of the top priorities as a company operating globally. In line with this policy, the Taikisha Ltd. Code of Conduct stipulates respect for basic human rights and says Taikisha shall not engage in behavior that would undermine individual dignity, such as discriminatory treatment and harassment. Taikisha respects international codes, such as the Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, and Guiding Principles on Business and Human Rights. Taikisha promotes business activities with consideration to human rights of all stakeholders, including employees and business partners.

Taikisha makes its policy regarding human rights known to all employees. In addition, it makes efforts to grasp conduct that goes against respect for human rights through internal audits and the whistleblowing hotline, and promptly takes appropriate responses.

Human Rights Policy

In May 2024, we established the Taikisha Group's Human Rights Policy, which applies to all officers and employees of the Group (all employees engaged in the Group's operations including contracted, temporary, and seconded employees).

● Structure of human rights policy

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| 1. Scope of application |
| 2. Respect for international norms on human rights |
| 3. Compliance with laws and regulations |
| 4. Our priorities for human rights |
| 1. Prohibition of discrimination and harassment |
| 2. Prohibition of child labor and compulsory labor |
| 3. Industrial health and safety |
| 4. Respect for the rights of workers |
| 5. Protection of personal information |
| 6. Prohibition of abuse of the dominant bargaining position |
| 7. Consideration for local residents |
| 5. Implementation of human rights due diligence |
| 6. Implementation of corrections and remedies |
| 7. Development of awareness of human rights in officers and employees |
| 8. Communication and consultation with stakeholders |
| 9. Disclosing the status of commitments to human rights |

The Group has adopted the Corporate Philosophy of "establishing a company which can continuously grow and contribute to the society" and "establishing an attractive company." Through our business activities, we aim to contribute to society and create a rewarding work place for our employees by fostering the prosperity of our customers and subcontractors, while enriching the lives of our employees.

In realizing our Corporate Philosophy, we recognize that respecting the human rights of all individuals involved in the business activities of the Group is essential. This policy has been established as a standard for addressing human rights in our business activities, enabling the Group to continue fulfilling its responsibility to respect human rights moving forward.

This policy has been deliberated by the Sustainability Committee, an advisory body, and resolved by the Board of Directors. It will be reviewed as necessary in response to changes in social conditions or business activities.

Moving forward, we will promote awareness of human rights among our officers and employees, while establishing a system for conducting human rights due diligence. We will actively engage in addressing human rights expected of companies, in accordance with international norms.



Human Rights Policy



Steps Toward the Response to Human Rights

Step (1) Formulation of human rights policy

- Announce commitment to human rights within and outside the company
- At the same time, incorporate human rights provisions into various internal policies.

Step (2) Human Rights Impact Assessment

- Based on the issues specific to each industry, the countries and regions where the companies operate, and the scope of their supply chains, etc., identify and assess potential human rights risks that may arise in their business activities, and pinpoint critical human rights risks.
- For the identified human rights risks, clarify the response policy on how each company should establish a management system and address these issues internally.

Step (3) Implementation of human rights due diligence

- Examine possible response methods (corrective actions) for each of the human rights risks identified in Step (2).
- Check whether any human rights violations are occurring not only within the Group but also throughout the entire supply chain, including our customers and business partners.

Step (4) Establishment of grievance mechanism

- Alongside the implementation of human rights due diligence, establish a grievance mechanism.
- With regard to both internal contact points and those required from a human rights perspective, build an effective grievance mechanism by considering internationally required standards and the best practices of domestic and international companies.