

Tokyo Seimitsu Group Human Rights Policy

We, the Tokyo Seimitsu Group, are always committed to building a "future full of dreams".

In the Tokyo Seimitsu Group Code of Conduct, we state our commitment to respect for basic human rights, achieving long-term growth in partnership with our customers, shareholders, investors, suppliers, and other business partners, as well as our employees, local communities, global society, and all the other stakeholders by building WIN-WIN relationships with them (relationships that enable us to grow together) through business activities that are based on our corporate philosophy of "Growing together with partners and customers by collaborating technology, knowledge and information to create the world's No.1 products". In accordance with the principles of the Tokyo Seimitsu Group Code of Conduct, we hereby establish the Tokyo Seimitsu Group Human Rights Policy (hereinafter referred to as the "Policy").

1. Basic views on human rights

The Tokyo Seimitsu Group respects the human rights of all the people belonging to all its stakeholders, including socially vulnerable people, without regard for the attributes of individuals such as gender and nationality. We also promote the creation of safe, healthy, and rewarding workplaces where each member of our diverse workforce can demonstrate their capabilities to the utmost.

2. Support and respect for international human rights norms; compliance with local labor laws and regulations

The Tokyo Seimitsu Group supports and respects the internationally recognized International Bill of Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, which sets forth core labor standards, and the UN Guiding Principles on Business and Human Rights, and commits itself to a respect for human rights. We also fully comply with all labor-related laws in the regions in which we operate, respect the basic rights of workers, and do not infringe on them. Should there be any inconsistencies between the laws and regulations of a given country or region and internationally recognized human rights, the Tokyo Seimitsu Group will seek ways to respect international human rights principles while complying with local laws.

3. Scope

The Policy shall apply to all executives and employees of the Tokyo Seimitsu Group. The Tokyo Seimitsu Group will actively require its business partners and other stakeholders in its supply chain, as well as other business associates, to understand and cooperate with the Policy.

4. Prohibition of child and forced labor

The Tokyo Seimitsu Group prohibits the use of child and forced labor in all aspects of its business activities. We will also actively require our business partners and other stakeholders to understand and cooperate with the prohibition of child and forced labor.

5. Prohibition of discrimination and acceptance of diversity

The Tokyo Seimitsu Group prohibits its executives and employees from discriminating against anyone based on his/her gender, age, nationality, ethnicity, race, mental or physical disability, sexual orientation, cultural, religious, ideological or political beliefs, origins, family background, etc., respects the personality and individuality of each individual, and embraces diversity. We will also actively require our business partners and other stakeholders to understand and cooperate with the prohibition of discrimination.

6. Respect for freedom of association and right to collective bargaining

The Tokyo Seimitsu Group respects rights of its employees, including, but not limited to, freedom of association and right to collective bargaining, as well as other civil and political rights.

The Tokyo Seimitsu Co., Ltd. and its domestic affiliates with organized labor unions conclude labor agreements with their respective labor unions and respect each other's positions to establish orderly labor-management relationships and appropriate working conditions, to maintain a good relationship between both sides through faithful compliance and performance of the agreements. Those companies shall discuss managerial issues and labor-management issues at the labor-management conferences held between management and labor union officers to remedy any such issues.

7. Prohibition of harassment

The Tokyo Seimitsu Group prohibits its executives and employees from behaving in a way that would offend the dignity of an individual or ignore the personality of an individual through such actions as harassment, slander, jokes, sexual advances, etc. based on gender, job, status, etc. (i.e., sexual harassment, workplace bullying, maternity harassment, etc.) and from engaging in any other form of harassment.

8. Human rights due diligence and relief efforts

The Tokyo Seimitsu Group protects the human rights of its stakeholders through a mechanism of human rights due diligence which aims to identify, analyze, assess, prevent, and rectify adverse impacts on human rights, thereby promoting sustainable corporate activities.

Should it be discovered that the Tokyo Seimitsu Group has caused, or was involved in, any adverse impact on human rights, it will take appropriate action to rectify and remedy the adverse impact.

9. Education on human rights

To ensure that the Policy is effectively implemented throughout its business activities, the Tokyo Seimitsu Group makes this Policy known to all of its business partners and other stakeholders, continuously provides appropriate education to all of its executives and employees, and continuously strives to raise their awareness of human rights.

10. Information disclosure and dialog

The Tokyo Seimitsu Group publicizes its commitment to respect human rights on its website, in its sustainability report, and in other media.

We will continue to strengthen our commitment to a respect for human rights, through obtaining external professional advice on the Policy and initiatives based on it as necessary.

October 3, 2022
Yoshida Hitoshi
Chairman and CEO