

Sanwa Group Human Rights Policy

1. General Attitude toward Respecting Human Rights

The Sanwa Group considers “Offering products and services that provide safety, security and convenience to further contribute to the prosperity of society” as its “Mission” while conducting business. We acknowledge our responsibility in contributing to the realization of a sustainable society by solving social problems together with stakeholders who support the group’s business.

The Sanwa Group, while having defined “Respect for Human Dignity” in its “Compliance Code of Conduct”, further clarifies its belief regarding the Respect for Human Rights in “Sanwa Group Human Rights Policy” (hereinafter referred to as “this policy”).

2. Scope of Application

This policy applies to all officers and employees (including full-time, part-time, contract, dispatched) of the Sanwa Group. We will also urge our business partners to support this policy and respect human rights.

3. Respect and Support for International Norms for Human Rights

The Sanwa Group respects and supports international norms for human rights, namely the “International Bill of Human Rights”, the International Labor Organization (ILO)’s “Declaration on Fundamental Principles and Rights at Work” and the United Nations’ “Guiding Principles on Business and Human Rights”, etc. We comply with the laws and regulations of the countries and regions we operate in and respect internationally recognized human rights. In the case of such laws and regulations not providing adequate protection, we will pursue methods to pay our utmost respect for human rights.

4. Governance

The Sanwa Group has established a “Sustainability Committee” chaired by the Representative Director and President of Sanwa Holdings Corporation and has implemented various measures across the Group toward realizing the “Respect for Human Rights”.

5. Salient Human Rights Issues

The Sanwa Group has identified the following measures for human rights issues as high priority and will address to them accordingly.

- Zero Tolerance of sexual harassment, power harassment, and harassment related to pregnancy, childbirth, childcare, or nursing care.
- Do not engage in unfair discrimination on the basis of gender, gender identity, sexual orientation, age, nationality, race, ethnicity, language, skin color, beliefs, religion, social status, disability, property, place of birth, or other individual characteristics.

- Do not permit, under any circumstances, compulsory labor at wages below the minimum wage, child labor below the minimum employment age and forced labor.

6. Human Rights Due Diligence

The Sanwa Group has established a mechanism for Human Rights Due Diligence for the purpose of minimizing adverse human rights impacts. Through this mechanism, we will continue to identify, prevent and mitigate adverse human rights impacts.

7. Rectification and Remediation

The Sanwa Group will engage in the rectification and remediation of human rights issues when it is apparent that our business activities, products and services are causing or provoking adverse human rights impacts. In addition, in the case of our business activities, products and services being directly related to such impacts, we will engage in urging relevant parties to address to the issue. We have constructed a whistle-blowing system which can be accessed both internally and externally and will utilize it to adequately address to reports on human rights violations.

8. Dialogue with Stakeholders

The Sanwa Group will conduct dialogue with stakeholders and consult human rights experts upon responding to adverse human rights impacts.

9. Disclosure of Information

The Sanwa Group will conduct pertinent disclosure on measures conducted and progresses following this policy.

10. Education

The Sanwa Group will conduct education on officers and employees for the purpose of this policy being incorporated and effectively executed in all of its business activities.

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