

Human Rights Policy

Seikagaku Corporation recognizes that our corporate responsibility includes respecting the human rights of people around the world. Through this foundational value, we aim to contribute to society. In accordance with the UN Guiding Principles on Business and Human Rights, Seikagaku Corporation will manage and operate its business in a manner that respects human rights.

1. Positioning of the Policy

This Policy is a high-level policy governing all regulations and norms relating to Seikagaku Corporation's human rights initiatives.

2. Scope of application

This Policy applies to all directors, officers, and employees of Seikagaku Corporation and its subsidiaries. We also expect the business partners of Seikagaku Corporation Group to understand and comply with this Policy.

3. Respect for internationally recognized human rights

We engage in initiatives based on the UN Guiding Principles on Business and Human Rights and respect the human rights policies set out in the ILO Declaration on Fundamental Principles and Rights at Work, adopted by the International Labor Organization.

We will take appropriate corrective actions to any human rights violations we may cause or contribute to in our business activities. Also, we will follow appropriate procedures for any inadvertent involvement in human rights violations through business relationships that have been identified.

We comply with the human rights laws and regulations of the countries and regions where we engage in business activities. We will pursue a means of respecting internationally recognized human rights if any discrepancy occurs between internationally recognized human rights standards and Japanese laws and regulations.

4. Human rights due diligence

With the aim of appropriately addressing any adverse human rights impacts (including potential impacts) in our business activities, we will pursue continuous improvement, such as identifying adverse actions and taking appropriate corrective and preventive measures.

Examples of Human Rights Issues in Business Activities

Forced labor

We do not tolerate forced labor of any kind. The term “forced labor” refers to any work or service, such as human trafficking and bonded labor, that people are compelled to perform against their will under threat of punishment.

Child labor

We do not tolerate child labor or exploitation of children. The term “child” refers to persons who have not reached the greater of: the age of 15 years, the age of completion of compulsory schooling, or a country’s minimum age for admission to employment. Also, workers under the age of 18 years are prohibited from undertaking hazardous work.

Respect for freedom of association

In compliance with local laws and regulations, we respect the right of individuals to form and join trade unions and also respect the right to refrain from such activity. We create an environment in which workers can express their opinions without fear of discrimination or retaliation.

Discrimination and harassment

We aim to create workplaces that are free of harassment and discrimination and, to promote a diverse workplace where individuals are free to fully demonstrate their capabilities. We do not tolerate discrimination of any kind, including discrimination on the basis of race, color, age, gender, sexual orientation, gender identity or gender expression, ethnicity or nationality, disability, pregnancy, religion, or other attributes. Also, we respect the religious customs of workers and strive to accommodate them in accordance with applicable laws.

Working hours

We comply with all applicable employment standards laws and regulations in the countries and regions in which we operate, including related to working hours, breaks, overtime, vacation, and public holidays.

Wages

We comply with local laws and regulations related to wages, including paying no less than minimum wage and having regular payroll dates.

Occupational safety and health

In compliance with local laws and regulations, we take all reasonable steps to ensure a safe and healthy workplace.

5. Education and training

To engage in initiatives based on this Policy, we will provide human rights related education and training for all directors, officers, and employees as required under applicable law.

6. Dialogue with stakeholders

We will actively pursue dialogue with stakeholders whose human rights could be adversely affected.

April 1, 2023

President & CEO

