



Human Rights Policy

Respect for human rights is a fundamental element of our global business. DENZAI will agree with the purpose of "Universal Declaration of Human Rights," "Declaration on Fundamental Principles and Rights at Work" by the International Labor Organization (ILO) and "Guiding Principles on Business and Human Rights" by the United Nations.

1 Respect for Human Rights

We agree with "The Universal Declaration of Human Rights" of the United Nations stating "All human beings are born free and equal in dignity and rights," and "They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood." and aim to be a company fair and trusted by society.

2 Prohibition Against Discrimination

We are against any and all discriminations related to race, national origin, regional origin, social origin, hierarchy, family line, religion, disability, age, sex, sexual orientation, sexual recognition, family environment, marital status and any other differences.

3 Compliance with Labor Rules and Regulations and Against Forced Labor and Child Labor

In any businesses in any country and region, we are against any and all forced labor and child labor and will comply with rules and regulations related to working conditions of each country and region.

4 Against Harassment

In any circumstances, we are against any and all harassments which would destroy an individual dignity such as sexual harassment, bullying in workplace and pregnancy discrimination.

5 Initiatives Based on Human Rights Due Diligence

We will act based on a policy of human rights due diligence stating that we need to understand the influences and risks which would lead to a violation of human rights and that we are responsible for how to prevent, reduce and deal with the influences and risks.

6 Corrective Action for Violation of Human Rights

We will promptly take a corrective action in case we find that our business activities cause or indirectly cause an impact which would lead to a violation of human rights.

Kohki Uemura

President & CEO, DENZAI K.K.

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