**◆ Basic Policy on Human Rights**

The Relo Group understands that respect for human rights is a key foundation for realizing sustainable local communities. Accordingly, we support and respect international norms on human rights such as the International Bill of Human Rights, the Guiding Principles on Business and Human Rights, the International Labour Standards, and the Children’s Rights and Business Principles, and carry out business operations in accordance with them.

**Scope of application**

This policy applies to all officers and employees of the Relo Group. We desire that all of our business partners support and implement this policy and we will continually act to work together to ensure respect for human rights.

**Prohibition of discrimination**

We will endeavor to eliminate any kind of discrimination and will not conduct any act discriminating against or removing the dignity of any individual due to their race, nationality, place of origin, gender, gender identity, sexual orientation, age, disability, faith, creed, background or other characteristic.

**Prohibition of forced and child labor**

We prohibit forced labor, bonded labor, labor involving other forms of restraint, indentured labor, prison labor, and other labor involving slavery or human trafficking. In addition, we will not allow child labor and we will observe the statutory minimum age for employment in all corporate activities.

**Prohibition of harassment**

We will prohibit any act that causes physical or psychological distress by means of any act or work that harms the personality or dignity of any individual, such as sexual harassment, the abuse of power or pregnancy discrimination. We will strive to ensure a workplace environment that is free of speech and behavior based on discriminatory prejudices where workers can work without stress.

**Education and training**

We will provide proper education and training to all the officers and employees to make this policy known and followed inside and outside the Relo Group.

**Respect for collective bargaining rights**

We respect freedom of association and collective bargaining in accordance with the International Labour Standards.

**Occupational safety and health**

We will comply with labor-management agreements including those pursuant to Article 36 of the Labor Standards Act and with laws and regulations in different countries and regions. We will work to reduce overtime working and control excessive labor to create a safe and healthy workplace environment.

**Payment of wages above the minimum wage**

We will pay wages that are higher than the minimum wage set by the Minimum Wage Act or by other local laws and regulations.

**Monitoring and readiness to implement corrective measures**

We will constantly monitor the observance of the Policy on Human Rights and take corrective measures as appropriate.

We have a whistleblowing system that enables employees to consult and report appropriately when they become aware of any violation of human rights that has occurred or may occur. We will develop a group-wide system for promptly identifying and addressing risks related to human rights while taking sufficient care to protect whistleblowers by maintaining the confidentiality of the whistleblowers and rigorously handling the information provided by them.

End