

Human Rights Policy

One of the Tokai Rika Group's management philosophies is, "By honoring the spirit of the law and ethics, the company aims to be a corporate citizen that coexists with nature and the local community." And we aim to be a company that loves and is loved by customers, employees, families, and local communities. Therefore, we recognize the importance of respecting the human rights of everyone involved in all of our business activities. We have established the "Tokai Rika Group Human Rights Policy" (hereinafter referred to as "this Policy") and will promote efforts to respect human rights using this as a guideline.

1. Commitment to respect human rights

The Tokai Rika Group respects internationally recognized views on human rights, such as the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, and supports the UN Guiding Principles on Business and Human Rights. We will continue to promote initiatives to respect human rights.

The Tokai Rika Group complies with the laws and regulations of the countries and regions in which it conducts business activities. If the laws and regulations of such countries and regions conflict with internationally recognized human rights, we will seek ways to respect internationally recognized human rights to the greatest extent possible.

2. Scope of application

This Policy applies to all officers and employees of the Tokai Rika Group.

We also expect all stakeholders, including suppliers related to Tokai Rika Group's products and services, to understand and support this Policy.

3. Human rights due diligence

The Tokai Rika Group will establish and continuously implement a human rights due diligence system, which is a process implemented to identify, prevent, and mitigate adverse impacts on human rights.

4. Correction and remedy

The Tokai Rika Group corrects human rights violations against others through its own business activities, and if it becomes clear that it has contributed to an adverse impact on human rights, it will take serious measures to stop it.

If the adverse impact on human rights by business partners or other related parties is directly linked to our business, products, or services, we will also ask these business-related parties to respect human rights and not to infringe them.

5. Education and raising awareness

The Tokai Rika Group will conduct appropriate education and awareness-raising activities for our officers and employees, and strive to prevent and correct adverse effects on human rights through the penetration of this Policy.

In addition, we will reflect this Policy in related policies, guidelines, and other necessary procedures in order to establish this Policy throughout our corporate activities.

6. Progress confirmation and information disclosure

The Tokai Rika Group will continuously monitor the status of compliance with this Policy, and will appropriately disclose information on efforts to spread this Policy and its progress through its website, integrated report, etc.

7. Dialogue with stakeholders

We will engage in dialogue with relevant stakeholders regarding negative impacts on human rights and provide feedback on our own activities.

November 1, 2022

TOKAI RIKA CO., LTD.

Representative Director and President

Hiroyoshi Ninoyu