

Joshin Group Human Rights Policy

Since its foundation, the Joshin Group has endorsed the principle of our Corporate Credo “Thoughtfulness,” which means “to always act in consideration of the other’s perspective.” This principle is interconnected with the concept of respecting human rights, which honors individual values. We will contribute to resolving social issues through business activities by regarding respect for human rights as a spiritual foundation.

We also believe that ensuring the smiles of our employees and other stakeholders leads to a realization of our management philosophy of “Connecting people and society to the future with a smile.” To connect with society through services that bring smiles to the faces of our stakeholders, we will always commit to operating in harmony with society and in line with the following “Joshin Group Human Rights Policy” (the “policy”) .

1. Our Approach to Human Rights

In recognition that our business activities may have an impact on human rights, we aim to fulfill our responsibility to respect human rights of stakeholders within our value chain, including our employees, customers, community, and business partners such as partner companies and suppliers.

2. Respect for International Human Rights Standards

We respect the human rights stipulated in international human rights principles such as the International Bill of Human Rights and the Declaration Fundamental Principles and Rights at Work of the International Labour Organization (ILO). As a signatory to the United Nations Global Compact, we comply with its ten principles. We comply with the applicable laws and regulations in all countries and regions where we conduct our business activities. Where internationally recognized human rights and the laws and regulations of the country or region differ, we will follow the higher standard; where they are in conflict, we will seek ways to honor international human rights principles to the greatest extent possible.

3.Scope of Application

This policy complements and clarifies the principle of “protection of human rights and prohibition of discrimination” as stipulated in the Joshin Group Code of Conduct. This policy applies to all officers and employees* of each Joshin Group company.

We expect our business partners and their concerned parties to understand and comply with this policy.

“Officers and employees” refer to officers including directors, executive officers and auditors, and employees including permanent employees, contract employees, part-time employees, temporary employees, and dispatched employees.

4.Our Priorities For Human Rights

With an aim to eliminate any actions that undermine human dignity and not to infringe on human rights through our business operations, we commit to addressing the following human rights issues with an understanding of their importance.

- Prohibition of all forms of discrimination on the basis of race, ethnicity, nationality, social status and family origin, sex, disability status, health status, ideology and faith, sexual orientation or gender identity, and occupation or employment status
- Prohibition of all forms of harassment
- Prohibition of slave labor, forced labor, and child labor including human trafficking
- Provision of a safe and healthy work environment
- Appropriate management of working hours and payment of wages exceeding minimum wages
- Respect for freedom of association and the right to collective bargaining
- Provision of safe products and services, and appropriate product information
- Ethical advertising and marketing
- Initiatives to uphold the right to a healthy environment such as environment-conscious stores

5. Human Rights Due Diligence and Remediation

We will identify, prevent and mitigate adverse human rights impacts with which we are involved in line with the UN Guiding Principles on Business and Human Rights.

We strive not to cause human rights infringement itself, and where we identify that we have contributed to adverse human rights impacts through business relationships, we strive to fulfill our responsibility to respect human rights by remediating such impacts through appropriate processes.

We will establish a human rights due diligence system, identify negative human rights impacts, and endeavor to deliver appropriate and effective remedies.

We are also committed to building sustainable relationships with our stakeholders by responding with honesty and continuously engaging in dialogue with them.

6. Disclosure

We disclose our human rights efforts to our stakeholders consistent with the policy through our corporate website and other means of communication.

7. Awareness-Raising and Integration

In order to integrate the policy into all our business activities, we strive to appropriately and efficiently educate and raise awareness of all officers and employees. We will also communicate this policy to our business partners and their concerned parties and ensure awareness-raising and integration.

Representative Director, President and Executive Officer
Joshin Denki Co.,Ltd