



TACHI-S Group Human Rights Policy

The TACHI-S Group (hereinafter referred to as “TACHI-S”) upholds the corporate vision “Bring smiles by continuously creating comfortable living spaces to enrich people’s lives in harmony with people and society” in its corporate philosophy, and implements business activities aimed at enhancing corporate value and gaining the trust of customers to become a continuously selected company.

Based on our founding spirit of “Mutual Respect and Cooperation (maintaining harmony is important for groups of people and personal relations, and the spirit of compromise is important to that end),” we act with respect for the human rights of everybody involved in our business activities. The TACHI-S Group Human Rights Policy (hereinafter referred to as “This Policy”), which is based on international codes of conduct including the United Nations’ “Guiding Principles on Business and Human Rights,” is hereby established as a guideline that promotes initiatives for the respect of human rights throughout the group to fulfill its responsibilities.

■ Basic Way of Thinking

The TACHI-S Group thinks that respecting the fundamental human rights of all stakeholders and ensuring their physical and mental health, safety and security is its most important responsibility in developing with global society. The TACHI-S Group supports and respects international norms such as the United Nations’ “Guiding Principles on Business and Human Rights” and the International Labour Organization’s (ILO) “Core Labour Standards (effective recognition of the freedom of association and the right to collective bargaining; the prohibition of all forms of forced labour; effective abolition of child labour; the elimination of discrimination in employment and occupation; and safe and healthy working environments)” and “Declaration on Fundamental Principles and Rights at Work.” This Policy promises initiatives for the respect of human rights based on the corporate philosophy of the TACHI-S Group, “We deliver an inspirational experience to our customers worldwide through our technology, and contribute to society as a brand you can trust.” As a global company, the TACHI-S Group observes the laws and regulations of the countries and regions where we have places of business, and should a major discrepancy occur, we work to observe the stricter of international human rights norms and local laws.

■ Scope of Application

This Policy applies to the officers and employees of all group companies. We also encourage the observance of This Policy by all of the suppliers and business partners involved with our products and services.

■ Commitment to Respect for Human Rights

In addition to not infringing on human rights, the TACHI-S Group fulfills its responsibility to respect human rights by taking appropriate measures to correct any negative impact on human rights that is found to have occurred in any of its business activities.

■ Human Rights Due Diligence

The TACHI-S Group has established a human rights due diligence framework to identify, prevent, and mitigate negative human rights impacts on society.

➤ Dialogue and Consultation

In the process of implementing This Policy, the TACHI-S Group will use independent, external expert knowledge of human rights to engage sincerely in dialogue and consultation with stakeholders.

➤ Education and Training

The TACHI-S Group implements wide-ranging human rights awareness activities for all officers and employees of group companies and all suppliers and business partners involved with its products and services so that This Policy is incorporated into all business activities and implemented effectively.

➤ Relief

The TACHI-S Group has built a mechanism for reporting on business activities that have caused or been involved in negative impacts on human rights (complaints mechanism).

If it is made clear that the TACHI-S Group has caused a negative impact on human rights, or been involved through a business partner, etc., the TACHI-S Group will work on relief sincerely through dialogue and appropriate procedures.

➤ Transparency

The TACHI-S Group discloses the state of progress and results of its initiatives for the respect of human rights on its website.

■ Key Themes in Human Rights

Aiming to become a company that is rewarding to work at, the TACHI-S Group implements the following as key themes in human rights related to business activities.

➤ Prohibition of Discrimination and Harassment

We respect the human rights of the people we make contact with in all aspects of our business activities and do not discriminate unfairly based on nationality, race, ethnicity, origin, ideology, creed, marital status, family structure, age, gender, sexual orientation, gender identity, disability, employment status or any other reason. In addition, we do not allow any form of harassment (power harassment, sexual harassment, harassment related to pregnancy, childbirth, childcare, nursing care, etc.) inside or outside the workplace.

➤ Prohibition of Forced Labor

We guarantee absolutely that all labor is voluntary and that employees are free to leave their jobs, and we prohibit forced labor.

➤ Prohibition of Child Labor

Under no circumstances whatsoever do we allow children to work if they have not reached the minimum age to work based on the law of each country or region.

➤ **Wages**

We observe the laws of each country or region regarding minimum wages, overtime, wage deductions, piece rates and other benefits.

➤ **Work Hours**

We observe the laws of each country or region regarding the determination of work hours (including overtime), the granting of holidays and annual paid leave, and other matters.

➤ **Consideration for Foreigners**

When accepting foreign workers, apprentices, trainees, etc., we observe the labor-related laws of the country concerned and pay due attention so that acts contrary to the purpose of the acceptance system do not occur.

➤ **Dialogue and Consultation with Stakeholders**

We engage sincerely in dialogue and consultation with stakeholders. We recognize the right to associate or not associate freely based on the laws of the countries and regions where we carry out our business activities.

➤ **Safe and Healthy Work Environments**

We prioritize the safety and health of employees in work and do our best to prevent industrial accidents.

➤ **Elimination of Human Rights Violations in Communities and Supply Chains**

We will continue initiatives that enable consideration of the local environment in business operations and the elimination of human rights violations in supply chains.

■ **Reviews of This Human Rights Policy**

We will review policies and processes related to human rights issues regularly in accordance with changes in society and the business environment.

Established: June 1, 2024
TACHI-S CO., LTD.
President, CEO & COO

