

Toda Group Human Rights Policy

The Toda Group aims to achieve continuous growth by creating joy for customers, employees, partner companies, and society as a whole, which in turn enhances pride and confidence, under its global vision: A corporate group that realizes “joys.” Toward achieving this goal, the Group has also established the brand slogan “Build the Culture. Created by people. Created with people.”, which expresses the value placed on its corporate stance centered on people.

In line with the Toda Group's corporate philosophy, we have clarified our views and responsibilities in this policy based on the recognition that respect for human rights is a global code of conduct required of all companies.

1. Compliance with international standards and laws related to respect for human rights

We support and respect international standards on human rights based on the UN Guiding Principles on Business and Human Rights, including the International Bill of Human Rights, the International Labour Organization (ILO)'s Declaration on Fundamental Principles and Rights at Work, and the Children's Rights and Business Principles. As a signatory to the UN Global Compact, we also abide by the ten principles including human rights.

We also comply with all applicable laws and regulations in the countries and regions in which we conduct business activities. In the event that there is a conflict between the laws and regulations of a nation or region and international standards of human rights, we will seek ways to respect international standards of human rights.

2. Scope

This policy applies to officers and employees (including seconded and temporary employees) of the Toda Group.

We also encourage all business partners, suppliers, and other parties involved in our business to support the content of this policy, and call for efforts to respect human rights.

3. Group-wide responsibility to respect human rights

We respect human rights in all aspects of our business activities in accordance with this policy. We are committed to preventing or mitigating adverse human rights impacts that our business activities directly cause, contribute to, or are linked to through our operations and services. We will take appropriate measures should any adverse human rights impacts arise in our business, and fulfill our responsibility to respect human rights.

We respect fundamental human rights and the personality, individuality and diversity of all individuals, and prohibit any form of discrimination, harassment or unfair treatment on the basis of race, gender, nationality, age, sexual orientation, gender identity, religion, creed, ethnicity, disability, physical characteristics, social status, family origin, or other factors.

We make efforts to prevent occupational hazards and accidents, and to reduce overwork and long working hours. We promote a working environment that is safe, hygienic and healthy, and a workplace that embraces different cultures, customs and values.

We also prohibit human rights violations including all forms of child labor and forced labor, and the abuse of foreign workers, while respecting the rights to freedom of association and collective bargaining and working to improve poor working and living conditions.

We respect human rights, including the safety and health of residents in the communities in which we conduct business activities, and build good relationships while providing safe facilities to our users.

4. Governance and promotion system for human rights

Toda Corporation has established a cross-organizational Sustainability Strategy Committee and promotes efforts to respect human rights under the supervision and guidance of the Board of Directors as a top-priority sustainability issue, and is committed to realizing this policy.

5. Regular implementation of human rights due diligence

We will establish a system for the continuous implementation of human rights due diligence in order to fulfill our responsibility to respect human rights.

Through human rights due diligence, we identify any adverse impacts of our business activities on human rights, and implement, evaluate, and disclose measures for preventing or mitigating such impacts.

6. Remedies and corrections

Should it become evident that our business activities cause or contribute to adverse impacts on human rights, we will take appropriate measures to remedy and correct any such impacts.

7. Dialogue and consultation with stakeholders

We will always listen to the various opinions of our stakeholders through dialogue and consultation regarding how we can better understand and alleviate potential and actual impacts on human rights.

8. Education and training

We provide education and training to officers and employees of the Toda Group to ensure that this policy is understood and established in our business activities.

9. Information disclosure

We regularly disclose our human rights initiatives based on this policy in our corporate reports and on our website.

Established July 2022

President and Representative Director
Toda Corporation

Otani Seisuke