

Moriroku Group Human Rights Policy

Establishment of the Moriroku Group Human Rights Policy

The Moriroku Group (hereinafter referred to as "the Group") upholds "Respect for Life and Dignity" in its Management Philosophy and Code of Conduct. We are committed to fostering a workplace where each employee can demonstrate their autonomy and creativity while respecting the personality and individuality of their colleagues.

This "Moriroku Group Human Rights Policy" (hereinafter referred to as "this Policy") is consistent with our management philosophy and Code of Conduct, serving as the overarching policy for all standards, guidelines, and policies related to respect for human rights across our business activities.

Basic Concept

The Group is committed to respecting human rights across our global operations, fostering a workplace where diverse individuals value each other and work with vitality and peace of mind.

This Policy applies to Moriroku Company, Ltd. and its consolidated subsidiaries in Japan and overseas, and to all of their directors and employees (including full-time, contract, part-time, and temporary staff). We also encourage all business partners, including suppliers, to understand this Policy and promote efforts to respect human rights.

◆Respect for Internationally-Recognized Human Rights and Labor Standards

The Group respects internationally recognized human rights, including the International Bill of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We also commit to respecting human rights in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs).

◆Respect for Human Rights in Business Activities

The Group respects the human rights of all individuals affected by our business activities and strives to prevent any infringement on human rights. If we found that our business activities have cause or contribute to adverse human rights impacts, we will take appropriate corrective action and provide or cooperate in remediation. In addition, if adverse impacts are directly linked to our operations, products, or services through business relationships, we will appropriately exercise our influence to prevent and mitigate those impacts.

◆Responding to Human Rights Issues in Business Activities

<Prohibition of Discrimination>

The Group does not engage in any form of discriminate on the basis of nationality, race, ethnicity, religion, beliefs, gender, age, sexual orientation, gender identity, disability, or any other form of discrimination.

<Prohibition of Harassment>

The Group do not tolerate any form of harassment, including sexual harassment, workplace bullying, or abuse of authority. We also do not tolerate any conduct that harms individual dignity or the workplace through harassment or discriminatory behavior.

<Protection of Privacy and Personal Information>

The Group appropriately protects the personal information and privacy of employees, business partners, customers, and other stakeholders, while respecting individual dignity and properly managing and using information obtained through business activities.

<Freedom of Association and Right to Collective Bargaining>

The Group respects the freedom of association and the right to collective bargaining in accordance with applicable local laws and regulations, engage in sincere dialogue and consultation with employees.

<Prohibition of Forced Labor>

The Group eliminate and prevents all forms of forced labor. The Group do not tolerate any form of slave labor, including human trafficking.

<Prohibition of Child Labor>

The Group eliminate and prevents all forms of child labor.

<Recruitment and Employment>

The Group conducts recruitment based on ethical practices and ensures equal opportunity in employment and advancement.

<Occupational Health and Safety>

The Group provides a safe and healthy workplace, strives to prevent accidents while maintaining and promoting employees' physical and mental health. We continuously conduct education and awareness programs on health and safety to improve occupational health and safety standards.

<Working Hours and Wages>

The Group complies with applicable local laws and regulations regarding working hours, holidays, leave, and wages. We also comply with minimum wage requirements, consider living wage standards, and strive to ensure fair working conditions.

The Group works to curb excessive working hours by appropriately managing working hours, encouraging employees to take paid leave, maintain employee health, and improve work-life balance. Furthermore, we monitor indicators related to working hours, health and safety, education, and other areas to drive continuous improvement.

◆Human Rights Due Diligence and Relief

The Group establishes and continuously implements a human rights due diligence framework to identify, prevent, or mitigate adverse human rights impacts, including potential impacts, related to our business activities.

The Group regularly evaluates the effectiveness of these efforts and disclose appropriate explanations and information transparently. If it becomes clear that the group have caused or contributed to adverse human rights impacts, we will work to provide remediation through appropriate means.

The Group receives human rights-related concerns through our reporting and consultation channels and respond to them in good faith.

◆Education and Training

The Group continuously conducts education and training necessary to disseminate and ensure compliance with this Policy, striving to improve understanding and raise awareness of human rights.

◆Growth

The Group fosters a workplace where employees take pride in their work, respect and acknowledge one another, and grow together by supporting each other to develop their abilities.

◆Governance/Management System

The Group clearly designates the officer/person responsible for implementing this Policy. The Board of Directors oversees compliance with this Policy and monitors our ongoing human rights initiatives.

Established on April 1, 2023

Revised on April 1, 2025

Revised on August 1, 2026

Moriroku Company, Ltd.

Representative Director, President and CEO

Naoki Kurose

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