

Respect for Human Rights

Taikisha is promoting initiatives toward the respect for human rights of all stakeholders involved in its business activities.

Basic Policy

For Taikisha, respect for human rights is one of the top priorities as a company operating globally. In line with this policy, the Taikisha Ltd. Code of Conduct stipulates respect for basic human rights and says Taikisha shall not engage in behavior that would undermine individual dignity, such as discriminatory treatment and harassment. Taikisha respects international codes, such as the Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, and Guiding Principles on Business and Human Rights. Taikisha promotes business activities with consideration to human rights of all stakeholders, including employees and business partners.

Taikisha makes its policy regarding human rights known to all employees. In addition, it makes efforts to grasp conduct that goes against respect for human rights through internal audits and the whistleblowing hotline, and promptly takes appropriate responses.

Human Rights Policy

In May 2024, we established the Taikisha Group's Human Rights Policy, which applies to all officers and employees of the Group (all employees engaged in the Group's operations including contracted, temporary, and seconded employees).

The Group has adopted the Corporate Philosophy of "establishing a company which can continuously grow and contribute to the society" and "establishing an attractive company." Through our business activities, we aim to contribute to society and create a rewarding work place for our employees by fostering the prosperity of our customers and subcontractors, while enriching the lives of our employees.

In realizing our Corporate Philosophy, we recognize that respecting the human rights of all individuals involved in the business activities of the Group is essential. This policy has been established as a standard for addressing human rights in our business activities, enabling the Group to continue fulfilling its responsibility to respect human rights moving forward.

This policy has been deliberated by the Sustainability Committee, an advisory body, and resolved by the Board of Directors. It will be reviewed as necessary in response to changes in social conditions or business activities.

Moving forward, we will promote awareness of human rights among our officers and employees, while establishing a system for conducting human rights due diligence. We will actively engage in addressing human rights expected of companies, in accordance with international norms.

Implementing Human Rights Due Diligence

Since 2024, we have been promoting human rights due diligence initiatives alongside external specialists following the establishment of the Taikisha Group's Human Rights Policy.

● Process for identifying and evaluating human rights issues

- ① Examine international reports to collect initial information about sector risks (related to types of industries and products), regional risks (country risks), and other specific risks associated with the Group and its supply chain.
- ② Conduct interviews, questionnaire surveys, and data collection with the relevant departments of each division and Group companies, including six overseas affiliates, to identify incidents involving human rights risks and determine the status of responses to such risks.
- ③ Organize the information obtained from various sources. Then, evaluate the information from two points of view: the seriousness of the potential negative impacts and the likelihood of those impacts occurring. Finally, map the human rights issues.

Key human rights issues and future response policy (excerpt)

*As of December 2024

After mapping human rights, we identified the following six key human rights issues. Based on these results, we will work to prevent and alleviate these issues.



Human Rights Policy



Key human rights issues (FY2024)	Affected rights holders				Major future responses
	Company employees	Upstream supply chain employees	Downstream supply chain employees	Customers/users/ local residents	
① Child labor and raw material procurement		●			<ul style="list-style-type: none"> Formulate a sustainable procurement policy and guidelines Conduct questionnaire surveys of major suppliers
② Discrimination, gender, and DE&I	●	●	●		<ul style="list-style-type: none"> Create a working environment where diverse human resources can demonstrate their abilities Conduct questionnaire surveys of major suppliers
③ Industrial safety and health	●	●	●		<ul style="list-style-type: none"> Identify differences in laws, regulations, customs, and actual conditions at overseas affiliates, and consider appropriate responses Conduct questionnaire surveys of major suppliers
④ Working hours	●	●	●		<ul style="list-style-type: none"> Thoroughly manage working hours Assess the impact of current business practices on suppliers' working hours, and consider necessary improvement measures Conduct questionnaire surveys of major suppliers
⑤ Harassment	●	●	●		<ul style="list-style-type: none"> Identify standards, customs, and actual conditions at overseas affiliates, and consider appropriate responses Conduct questionnaire surveys of major suppliers
⑥ Rights of foreign workers			●		<ul style="list-style-type: none"> Assess the working environment and management of foreign workers at subcontractors, and consider necessary improvement measures Conduct questionnaire surveys of major suppliers