

Social

Respect for Human Rights

Policy and Concept

The Tokyo Tatemono Group supports the Universal Declaration of Human Rights in the International Bill of Human Rights, international labor standards such as the ILO Declaration on Fundamental Principles and Rights at Work, and the Guiding Principles on Business and Human Rights.

The Group's approach to ensuring respect for human rights throughout its business activities was until recently based on the Tokyo Tatemono Group Compliance Manual. To further reinforce our efforts regarding human rights, however, we have established the Tokyo Tatemono Group Human Rights Policy, which is based on the Guiding Principles on Business and Human Rights. When formulating the policy, we received advice from outside experts as well as approval from the Board of Directors. With regard to our supply chain, we have established "Sustainable Procurement Standards" and we are working together with our business partners to promote these initiatives.

 [Sustainable Procurement Standards P.67](#)

Human Rights Policy

All persons engaged in the Tokyo Tatemono Group's operations must comply with the Human Rights Policy. We are also engaging with our business partners and other stakeholders and we expect them to comply with the policy. The Group strongly recognizes the importance of respecting the human rights of all stakeholders involved in our business. Based on this policy, we will conduct human rights due diligence to identify, mitigate, correct, and remedy any human rights issues in our business.

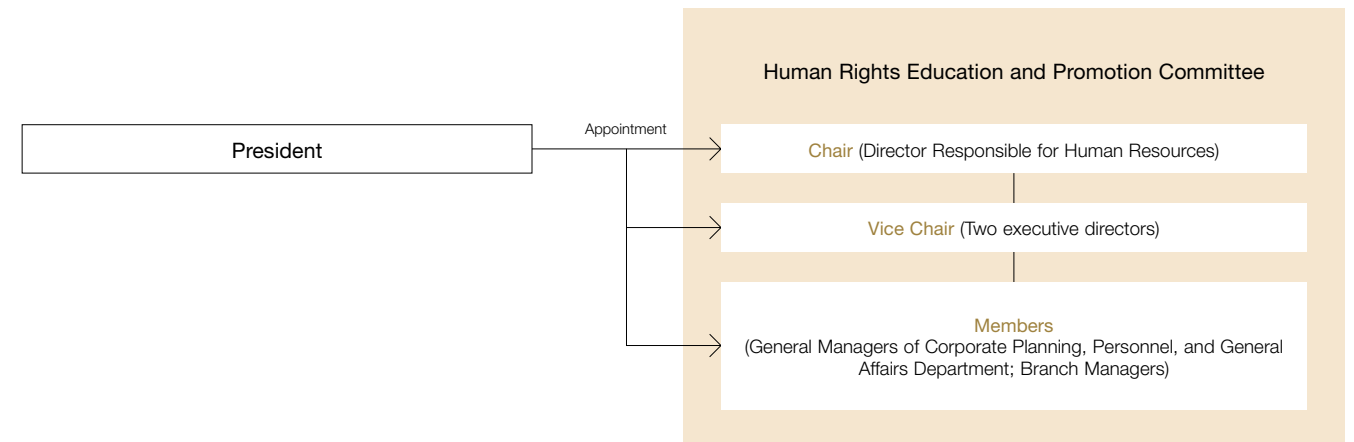
 [Human Rights Policy](#)

System

Issues related to human rights are raised at the Sustainability Committee, which discusses measures to address them. In January 2019, we engaged in a progressive reorganization of our Anti-Discrimination Promotion Committee to establish the Human Rights Education and Promotion Committee. This committee will plan, implement, and inspect educational programs and training sessions on human rights issues.

 [ESG Management Promotion Framework P.6](#)

Human Rights Education and Promotion Structure



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Responding to Climate Change

Pollution Control and Resource Recycling

Water Resources

Biodiversity

Responding to Natural Disasters

Social

Diversity & Inclusion

Work-Life Balance

Human Resource Investment and Development

Health Management / Occupational Safety and Health

> **Respect for Human Rights**

Improving Quality and Customer Satisfaction

Revitalizing and Utilizing Real Estate Stock

Contributing to Our Communities

Governance

Corporate Governance

Risk Management

Compliance

Supply Chain Management

Data

Third-Party Assurance

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Initiatives for Human Rights Due Diligence

The Tokyo Tatemono Group is working to establish a human rights due diligence system. In 2020, with the help of external experts, we identified and assessed (through risk mapping) the risks that could have a negative impact on human rights for our major businesses and their value chains. Based on these results, we will determine the priorities for the Group.

■ Participation in Human Rights Due Diligence Study Group for Construction and Real Estate Sector

We are participating in a human rights due diligence study group involving eight construction and real estate companies*. This study group conducts research and studies on identifying and addressing impacts on human rights. In doing so, it aims to fulfill the responsibility required of companies by the United Nations Guiding Principles on Business and Human Rights to “avoid infringing on the human rights of others and to take measures to prevent, mitigate and remedy adverse impacts on the human rights involved.”

* Mitsubishi Estate, NTT Urban Development, Tokyu Land Corporation Holdings, Tokyo Tatemono, Nomura Real Estate Holdings, Obayashi Corporation, Shimizu Corporation, Taisei Corporation.

Responding to Human Rights and Discrimination Issues

Due to the nature of the real estate business, the Tokyo Tatemono Group is in no small way susceptible to potential discrimination issues. For this reason, we provide ongoing training to ensure a proper understanding of human rights and discrimination issues, as well as to ensure appropriate responses in our activities, to prevent situations that could lead to human rights violations (in 2020, we did not provide this training due to social distancing measures during the coronavirus pandemic).

We have also assigned to the general manager of human resources the role of promoting fair recruitment, selection, and human rights awareness. This individual is responsible for preventing discrimination or other human rights infringements from occurring in our recruitment activities.

Compliance Training that Includes Human Rights

The Tokyo Tatemono Group’s compliance manual stipulates “respect for human rights, prohibition of discrimination and harassment,” and “ensuring a comfortable working environment,” and we ensure that all employees are aware of these principles. We also conduct compliance training, including human rights training, for employees and managers as appropriate.

 [Compliance Training P.65](#)

 [Compliance Surveys P.66](#)

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