

## **Tokyo Tatemono Group Human Rights Policy**

The Tokyo Tatemono Group (hereinafter "the Group") engages in business activities in many countries and regions. By working through our business to achieve a higher balance of solutions to social issues and growth as a company, we are working to help achieve a sustainable society. Keenly recognizing the importance of respecting the human rights of all stakeholders involved in our business, the Group has formulated the Tokyo Tatemono Group Human Rights Policy (hereinafter "the Policy") based on the UN Guiding Principles on Business and Human Rights, and will put the Policy into practice as the basis for all of our business activities.

### **1. Compliance with Norms and Laws Concerning Respect for Human Rights**

The Group respects and supports the International Bill of Human Rights\*, which stipulates basic human rights to be enjoyed by people the world over; the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, which sets forth basic rights in labor (freedom of association, collective bargaining rights, prohibition of forced labor, effective prohibition of child labor, and elimination of discrimination in employment and occupation); and other international norms concerning human rights. Based on the UN Guiding Principles on Business and Human Rights, the Group will engage in responsible management.

The Group will comply with the applicable laws and regulations of the countries and regions in which we conduct business. When contradictions exist between internationally recognized human rights and the laws and regulations of countries or regions, we will pursue ways to respect international principles on human rights.

\*The International Bill of Human Rights consists of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights.

### **2. Scope of Application**

The Policy applies to officers, employees, temporary employees, and all other persons engaged in the business of the Group (hereinafter "executives and employees, etc."). As a member of the society, the Group keenly recognizes the importance of respect for human rights and will conduct appropriate education and training for executives and employees, etc. to instill the Policy in all of our business activities.

The Group further expects our customers and business partners to support the Policy and to cooperate with the Group in respecting human rights through compliance with the Policy.

### **3. Human Rights Due Diligence and Relief/Corrective Actions**

The Group will perform human rights due diligence to minimize negative impacts on human rights. "Human rights due diligence" here refers to actions including assessing actual or potential negative impacts on human rights that may occur within business activities, preventing or mitigating these impacts, making decisions on the basis of impact evaluations, incorporating impact evaluations into work processes, tracking and evaluating the effectiveness of implemented measures, and explaining said initiatives outside the Group.

If it is found that the Group has caused or encouraged negative impacts on human rights, we will take appropriate measures for relief and correction of the situation. Even in cases in which the Group is not directly encouraging negative impacts on human rights, such as when a business partner or other related party is directly involved in such negative impacts through its business or services, we will work to remedy the situation in cooperation with said business partner or that party.

The Group will also continue working to create a framework that allows stakeholders inside and outside the Group to report and discuss actions that have negative impacts on human rights.

#### **4. Dialogues with Stakeholders**

The Group will strive to conduct dialogues with relevant stakeholders to better understand any negative impacts of our business activities on human rights from the perspective of persons affected, and to address and remedy the issues.

#### **5. Information Disclosure**

The Group will disclose human rights-related initiatives based on the Policy via its website, etc.

#### **6. Review of Priority Issues Related to Human Rights**

Human rights-related issues to be addressed change according to social trends, the environment in which we conduct business, and other factors. Accordingly, the Group will conduct appropriate reviews of human rights-related priority issues through dialogues and discussions with stakeholders and experts outside the company.

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