



SECOM Group Human Rights Policy

The SECOM Group (hereinafter, “the Company”) prohibits all forms of discrimination, having stipulated in the Ten Fundamental Management Policies that “whether within the organization or not, we must always give human dignity the highest respect.”

The Company hereby establishes the SECOM Group Human Rights Policy (hereinafter, “the Policy”) as a guideline to further promote initiatives for respecting human rights and fulfill its responsibilities.

1. Scope of application

The Policy applies to all officers and employees (including contract employees, dispatched employees, and temporary employees) of the Company.

We also expect our business partners and related parties to understand and support the Policy, and continue to promote initiatives for respecting human rights across the supply chain.

2. Legal compliance and international guidelines

The Company is committed to complying with laws and regulations regarding respect for human rights that apply in each country and region where we conduct business.

We also respect internationally recognized human rights in accordance with the UN Guiding Principles on Business and Human Rights. In the event of a conflict between laws and international guidelines, we will seek ways of respecting international principles of human rights.

3. Respect for human rights

We prohibit acts that discriminate, harass, or infringe on individual rights for any category based on race, ethnicity, nationality, place of birth, social status, gender, language, disability, religion, belief, creed, sexual orientation, gender identity, etc. In addition, we do not permit any form of forced labor or child labor.

4. Human rights due diligence

To fulfill our responsibility to respect human rights, we strive to develop and continuously implement our due diligence system in order to identify, avoid, and mitigate any adverse impacts on human rights.

5. Remediation and correction

If it becomes clear that we have caused or contributed to an adverse impact on human rights, we will work to remedy and correct the matter through appropriate procedures.

6. Education and awareness building

To embed the Policy in all our business activities, we reflect it in required procedures and provide appropriate education and training to ensure that all officers and employees understand and implement it effectively.

7. Information disclosure and communication

We report on our initiatives for respecting human rights on the Company's website and elsewhere. We strive to meet society's expectations through extensive disclosure of information and communication with our stakeholders.

October 1, 2022
President and Representative Director
SECOM CO., LTD.