



Human Rights

Basic Philosophy

In April 2022, the Sanki Engineering Group established the Sanki Engineering Group Human Rights Policy. Under the policy, we will respect the human rights of all people in all our business activities, including throughout the supply chain, eliminate discrimination and acts that undermine individual dignity, and conduct human rights due diligence (identifying, preventing, and addressing impacts on human rights).



Sanki Engineering Group Human Rights Policy
<https://www.sanki.co.jp/en/csr/social/human-rights/>



Sanki Engineering Group Code of Conduct and Action Guidelines
<https://www.sanki.co.jp/en/csr/policy/conduct-code.html>

Human Rights Promotion System

The Risk Management Committee (Compliance Risk Subcommittee) identifies and monitors human rights risks among the managed risks while at the same time strengthening the promotion system.

Whistleblower Hotline and Consultation Service for Human Rights Issues

A whistleblower hotline and consultation service for human rights issues are made available for use by all employees of the Group as well as those at its subcontractors and supply chain members, with the information posted on the Company's website. Reporters will not be placed at a disadvantage for consulting or reporting issues, and any personally identifiable information will be protected.

Human Rights Training

We provide training and other opportunities to ensure that all employees have a good understanding of human rights. Employees who participated in the training held in fiscal 2022 learned about human rights initiatives and gained a deeper respect for the international human rights standards. The Sustainability Handbook, containing our policies and important explanations, is distributed to all Group employees, helping to raise awareness of human rights.

Addressing Human Rights Issues in the Workplace

In addition to formulating guidelines for preventing harassment, we conduct a workplace survey on compliance, including questions about harassment and human rights risks. We identify issues from survey findings and reports from employees and continuously provide employee training to prevent and eradicate harassment.

Addressing Human Rights Issues in the Supply Chain

In accordance with the Sanki Engineering Group Human Rights Policy and the Sanki Engineering Procurement Policy, we conduct due diligence on human rights issues relevant to the Group's business activities at every level of the supply chain.

P. 84

Whistleblowing System

Representative Topics in the Sustainability Handbook

- Direct and indirect impacts on the supply chain
- Major human rights issues and illustrative cases
- UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises on Responsible Business Conduct

P. 85

Compliance Training and the Handbook for Cementing Respect for Compliance

P. 86

Compliance Workplace Survey