

Human Rights



Basic Philosophy

Under the Sanki Engineering Group Human Rights Policy, established in April 2022, 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), chaired by the president, identifies human rights issues within the Group and works to prevent and correct them. Progress in its efforts and other matters are reported to the Risk Management Committee.

Human Rights Due Diligence

We are committed to respecting human rights by conducting human rights due diligence based on identified risks related to the Group's business throughout the supply chain, upstream to downstream. In fiscal 2023, we identified human rights risks related to the Group's business^{*1}. Going forward, we will promote our efforts by regularly conducting surveys of human rights risks among all Group employees.

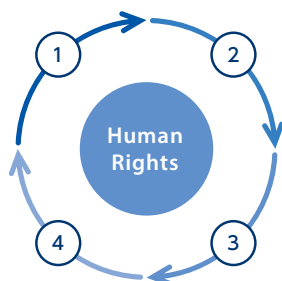


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Risk Management Promotion System

^{*1} A questionnaire on potential human rights risks was distributed to the heads of all Group companies. Based on the results, the risks were selected by the Compliance Risk Subcommittee.



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Survey on Status of Compliance and Human Rights in the Workplace



① Assessment of negative impacts

- Assess the impact of the Sanki Engineering Group's business activities on human rights based on the survey results of each department, and select human rights issues

② Prevention and mitigation of negative impacts

- Inform employees of future measures to deal with human rights issues through corporate ethics training
- Starting in fiscal 2024, enhance internal awareness of human rights issues and strengthen measures to prevent and mitigate negative impacts

③ Assessment of effectiveness

- Regular monitoring through workplace surveys
- Distribute questionnaire to major subcontractors to prevent and correct human rights risks in the supply chain starting in fiscal 2024

④ Disclosure to stakeholders

- Report on the implementation status of human rights due diligence and efforts on human rights issues through integrated reports and other channels

Selected Human Rights Issues^{*2}

1. Respect for individual dignity

- Discrimination based on gender, age, place of origin, nationality, race, ethnicity, creed, religion, physical characteristics, disability and disease, sexual orientation, and employment status
- Human rights issues in advertisements, including web-sites, commercials, and pamphlets
- Discrimination caused by unconscious bias (unconscious assumptions and prejudices)

2. Respect for workers' rights

- Harassment
- Long working hours and excessive overtime
- Inadequate measures for employee physical and mental health
- Non-payment of premium wages
- Violation of the rights of foreign national employees (technical intern trainees)
- Human rights violations to consider in the supply chain, such as forced labor and child labor, including the use of overseas products

3. Respect for privacy

- Leakage of personal information
- Defamation on the Internet

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.



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Whistleblowing System

^{*2} Selected human rights issues will be reviewed in a timely and appropriate manner based on changes in the Group's business and social situation.