

## **Human Rights Policy (the “Policy”)**

### **1. Fundamental Attitude towards Respecting Human Rights**

We, Taisei Group, contribute for the realization of an inclusive society by fulfilling our corporate responsibilities voluntarily, positively and proactively so as not to make adverse impacts on human rights in relation to our business activities, based on our Group Philosophy of “To create a vibrant environment for all members of society,” Taisei Spirit (“Active and Transparent Culture” “Value Creation” and “Evolution of Tradition”) to pursue the Group Philosophy, and “Fundamental Policy on Sustainable Development”.

### **2. Scope of this Policy and Expectations for Business Partners**

All the executives and employees of Taisei Group (all members, including directors, auditors, executive officers, executive fellows, permanent employees, and seconded and dispatched employees) are protected by and responsible for implementing this Policy. We urge our business partners, including clients as well as subcontractors and suppliers, to support this Policy and respect human rights.

### **3. Compliance with Laws and Regulations and Support and Respect for International Human Rights Standards**

We comply with human rights-related laws and regulations in the countries and regions where we conduct our business activities in accordance with “Guiding Principles on Business and Human Rights” of the United Nations, and support and respect international human rights standards such as the International Bill of Human Rights including “Universal Declaration of Human Rights” and International Labour Organization (ILO)’s “Declaration on Fundamental Principles and Rights at Work.” Where there are inconsistencies between those international human rights standards and the laws and regulations of each country or region, we pursue the methods to respect the internationally recognized human rights specified in the international human rights standards above to the maximum extent.

### **4. Addressing Human Rights Issues**

We respect fundamental human rights and diversity of individuals, and prohibit all the executives and employees from conducting any act that causes human rights abuse, such as discrimination, harassment, and invasion of privacy on the grounds of race, nationality, religion, sex, sexual orientation and gender identity, age, social status, presence of disability, injury or illness and/or physical characteristics, etc. We reject all forms of child labour, forced or compulsory labour and trafficking in persons, and respect the freedom of association and the right to collective bargaining.

In particular, we prohibit all the executives and employees from conducting human rights abuse against foreign workers thoroughly. We give consideration to the occupational safety and health of all the executives and employees and our subcontractors and suppliers, and redress their long working hours. In addition, we make efforts to develop appropriate working conditions, such as prevention of low-wage

labour and consideration of living wages.

We consider the potential impact of our business activities on the people within the local community, address the issues of bribery and corruption, and work to coexist with the local community.

In addition, where our business partner causes adverse impacts on human rights in the course of our business activities, we urge such business partner not to cause human rights abuse and work together to improve the situation.

## **5. Continuous Implementation of Human Rights Due Diligence**

In order to fulfill our responsibilities to respect human rights, we establish measures for a human rights due diligence and continuously implement the human rights due diligence as follows. Throughout its operation, the measures are reviewed and improved as appropriate.

We make efforts to conduct dialogues and consultations with our stakeholders as appropriate, by utilizing the expertise of external professional institutions regarding the impact of our business activities on human rights.

### **(1) Identification and assessment of adverse impact**

To assess the actual or potential adverse impacts on human rights in the course of our business activities (hereinafter referred to as the “Human Rights Risks”) based on the “Degree of Impact” (severity/ number and extent of people affected/ possibility of remedy), “Probability of Occurrence,” and “Connection with our company,” and then identify the Human Rights Risks which need to be addressed with priority.

### **(2) Prevention and mitigation of the Human Rights Risks**

- (i) To continuously conduct education and training programs for all the executives and employees of Taisei Group in order to make them fully understand this Policy and to firmly establish this Policy throughout our business activities, and strive to prevent and mitigate the Human Rights Risks.
- (ii) To widely announce Taisei Group's efforts regarding human rights to our subcontractors and suppliers which are subject to the separate “Taisei Group Sustainable Procurement Guidelines” (hereinafter referred to as the “Guidelines”) by, for example, reflecting on the Guidelines the measures for preventing and mitigating the Human Rights Risks which need to be addressed with priority.

### **(3) Tracking of the effectiveness of the measures**

In order to confirm the status of compliance with this Policy and the Guidelines, to ensure the effectiveness of the human rights due diligence and deepen our efforts to respect human rights by, for example, conducting internal and external surveys and hearings, and sharing advanced cases with our subcontractors and suppliers.

### **(4) Monitoring and information disclosure**

Recognizing that the respect for human rights is an important sustainable development issue, to

regularly report the status of the human rights due diligence to Management Committee, Sustainability Committee, and Board of Directors, and disclose to our stakeholders in a timely and appropriate manner.

## **6. Remedy and Rectification**

Where it becomes apparent that Taisei Group has caused or contributed to adverse impacts on human rights, we promptly remedy and rectify the issue through appropriate measures. We inform inside and outside of our company about consultation desks corresponding the issue, and develop and operate a system to enhance the effectiveness of such remedies and rectification.

## **7. Department in Charge**

This Policy is administered by Sustainability Planning Department, Sustainability Management Promotion Division of Taisei Corporation.

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Yoshiro AIKAWA

Representative Director, President and Chief Executive Officer

Taisei Corporation

### Revision history

October 1,2015    Establishment

April 1, 2022    Full Revision