Proclamation of Haseko Corporation's "My Declaration of Human Rights"

Haseko Corporation endorses the aims of the Ministry of Justice's "My Declaration of Human Rights" initiative. By proclaiming its own "My Declaration of Human Rights," the Company has declared that it will carry out business activities that respect human rights, with the aim of creating a society in which everyone respects human rights. The Company's declaration has also been publicized on the "My Declaration of Human Rights" page of the website of the Human Rights Library Japan.





Consideration and implementation of measures to avert or mitigate risks

Many of the human rights issues identified had already been recognized as "company-wide risks" or "department-specific risks" and has been addressed as part of our existing "risk prevention activities." For this reason, in our "risk prevention activities" for FY2023, we worked on raising awareness of the human rights issues that had been identified, along with identifying human rights risks among the risks that had been recognized by each department. In this way, each department could check for any human rights issues that might exist within their own

department. From now on, we plan to review the need for additional measures based on the results of the checks.

At the same time, some of the human rights issues identified had not sufficiently been recognized as issues for the Group in the past, and the actual situation was not fully understood. To address these human rights issues, we started by conducting the following survey of partner companies from July to August 2023 to ascertain the situation.

Overview of the questionnaire for cooperating companies

	Questionnaire regarding timber procurement	Questionnaire regarding foreign technical intern trainees
Target respondents*	Companies involved with timber procurement from among the members of the Ken-ei-kai, Kenshokai, Shinwakai and Juyukai	All member companies of the Ken-ei-kai, Kenshokai, Shinwakai, Juyukai and Koshokai
Objectives and content	In order to understand the current situation, we checked the status among respondent companies of their awareness of issues related to the sustainability of timber procurement, the status of the traceability of timber, the handling of certified wood and domestic wood, and more	To check for the existence of problems, we checked the employment, working and living conditions of foreign technical intern trainees at the responding companies and their cooperating companies (and also made them aware of the relevant legal considerations)
Results and measures	We achieved our objective of understanding the current situation. Based on these results, we will proceed with further investigations into the details and consider appropriate responses.	We confirmed that the cooperating companies were generally taking appropriate measures. We will continue to monitor the situation.

*Each of the associations is an organization of the Group companies' cooperating companies given below.

💠 Ken-ei-kai: Haseko Corporation 💠 Kenshokai: Fujikensetsu Co., Ltd. 💠 Shinwakai: Hosoda Corporation 💠 Juyukai: Haseko Reform Inc. 💠 Koshokai: Haseko Community, Inc.

Acceptance and handling of consultations related to human rights

Human Rights Consultation Service

Haseko Corporation has established a Human Rights Consultation Service on its website. The service receives consultations related to concerns about human rights violations associated with the corporate activities of the Group. Members of the general public can also use the service, and any inquiries received are treated confidentially and anonymously.

Internal whistleblowing system

In accordance with the Whistleblower Protection Act and related laws and regulations, the Haseko Group has established the "Haseko Group Whistleblower Protection Rules" and has implemented an internal whistleblowing system for all officers

and employees, as well as all providers of labor at all business sites. We have established an internal contact desk in the Compliance Department in the Risk Management Department, as well as an external contact point at a law firm, and we accept consultations not only about legal and regulatory violations, but also about violations of internal rules, harassment, and general compliance issues. The Company has put in place a system for protecting whistleblowers and preserving their anonymity, creating an environment where employees feel free to file a report or request consultation in order to ensure that any wrongful act or misconduct be immediately detected and corrected



Haseko Group CSR Procurement Guidelines

The Haseko Group has formulated the "Haseko Group CSR Procurement Guidelines" to fulfill its social responsibility across the entire supply chain. The Group will work to meet the demands of society by having Group companies follow these guidelines in procuring materials, labor and other resources, while also asking its business partners (includes not only suppliers, but also all entities with whom the Group does business, such as subcontractors and agents) to observe these guidelines in their business activities. The Haseko Group has had its main business partners sign an agreement stating that they commit to these guidelines.

Additionally, we are currently incorporating compliance clauses, in line with these guidelines, into contracts for transactions with all business partners, including those mentioned above, to ensure the clear communication of our

To verify the status of our business partners' compliance with the "Haseko Group CSR Procurement Guidelines," we conducted a questionnaire, using a self-checklist, and verified that, overall, appropriate action is being taken.