



PHC Group Human Rights Policy

The PHC Group has established, based on its Mission, the “3 Rules of Compliance” (“Compliance with laws and regulations,” “Fair trade,” and “Respect for human rights”) as a guideline to be followed when conducting its business activities. We hereby establish the PHC Group Human Rights Policy (this “Policy”) to ensure that the company does not violate human rights and to promote initiatives to respect human rights through the creation of a corporate culture and the education of the Group officers and employees.

Human Rights Policy

1. Scope of application

This Policy will apply to all officers and employees (all workers including officers, regular employees, and contract employees) of the PHC Group.

2. Respect for human rights

The PHC Group will understand the various international norms regarding “human rights, such as the code of conduct for corporations under the Universal Declaration of Human Rights and the United Nations Global Compact” (or “internationally recognized human rights”) and respect basic human rights based on the laws, regulations, and the like of each country and region.

3. Influencing stakeholders

The PHC Group will encourage its suppliers and business partners including customers to support this Policy and to create a corporate culture and work environment that respect basic human rights and make similar initiatives for the respecting of human rights.

4. Elimination of discrimination

The PHC Group will not discriminate based on factors such as ethnicity, race, nationality, gender, age, physical features, birth status, disability, religion, social status, pregnancy, sexual orientation, and gender identity or expression, and will not engage in any conduct that violates personal dignity.

5. Maintenance of work environment

The PHC Group will make efforts to ensure a harassment-free work environment and to create a safe and hygienic workplace.

6. Elimination of child labor and forced labor

The PHC Group will not use child labor or forced labor in any situation.

7. Provision of education

The PHC Group will provide the appropriate education regarding human rights to all officers and employees (all workers including officers, regular employees, and contract employees).

Established on October 1, 2018
PHC Holdings Corporation

