

ALSOK Group Human Rights Policy

The ALSOK Group has set forth the two basic principles of “arigato no kokoro” (a feeling of gratefulness and gratitude) and “bushino seishin” (a samurai spirit) and will respect basic human rights in accordance with this policy and the Fundamental Policy on Sustainability.

This policy specifically indicates the thinking for respecting human rights in accordance with the management philosophy, management principles, and the ALSOK Charter code of conduct. This policy applies to all executive officers and employees of the ALSOK Group (SOHGO SECURITY SERVICES CO.,LTD., as well as the group companies and affiliate companies), and at the same time, we expect all of our business partners, including suppliers, to understand and practice respect for human rights in accordance with this policy.

Respect for basic human rights

The ALSOK Group will respect human rights as set forth in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work core labor standards. Also, we are a signatory to the UN Global Compact and support the Ten Principles.

We will comply with the laws and regulations of all countries and regions where we conduct our business activities. In the event there is a discrepancy between internationally recognized human rights and the laws and regulations of the countries and regions where we conduct our business activities, we will seek a way to respect the principles of internationally recognized human rights while remaining in compliance with the laws and regulations.

Human rights due diligence

The ALSOK Group will, through implementation of human rights due diligence, strive to specify, evaluate, prevent, mitigate, and continuously improve the negative impact on human rights related to our business activities.

Remedy and correction

The ALSOK Group will strive to remedy and correct through appropriate procedures any negative impact on human rights that is found to have been caused or encouraged by our business activities.

Dialogues and discussions

The ALSOK Group will have dialogues and discussions with related stakeholders about responses to the potential and actual impacts on human rights.

Human rights issues related to business activities

The ALSOK Group will comply with laws related to working hours and overtime in the countries where the Group conducts business activities and will work to reduce long working hours. At the same time, we will respect the human rights of the people involved in business activities and strive to maintain a healthy workplace environment by respecting freedom of association and the right to collective bargaining and not engaging in forced labor or child labor, human trafficking, illegal or wrongful acts, harassment, and discrimination in hiring and employment.

Education/training

The ALSOK Group will provide appropriate education and training to all executive officers and employees so that this policy will be understood and established throughout the entire Group.

Reports

The ALSOK Group will regularly report on the status of initiatives for respecting human rights and the progress of human rights due diligence through various reports, websites, and other means.

This policy was approved on November 6, 2023, at the management meeting overseen by the Board of Directors.

Established on: November 10, 2023

Ikuji Kayaki
Representative Director and Group COO,
and Senior Executive President
SOHGO SECURITY SERVICES CO.,LTD.