

Human Rights Management Charter

SJM shall strive to improve the dignity and value of stakeholders in all management activities and pursue the “realization of a fair society without discrimination” and “human rights management that prioritizes people.” To this end, SJM declares the following Human Rights Management Charter as a principle of behavior and value judgment that all executives and employees must follow, and it pledges to make efforts to establish and promote human rights-based management practices.

1. SJM shall respect and support international standards and norms that support values such as human rights, labor, and the environment, including the UN Universal Declaration of Human Rights.
 2. SJM shall not discriminate against all stakeholders, including executives and employees, on the basis of their nationality, race, religion, disability, gender (sexual minority), age, social status, political opinion, etc.
 3. SJM shall guarantee the right to freedom of association, collective bargaining, and the protection and promotion of human rights of its employees and shall strive to offer secure employment conditions and create high-quality employment opportunities.
 4. SJM shall prohibit and condemn forced and child labor in any form.
 5. SJM shall guarantee the right to occupational safety and health of its employees by creating a safe and sanitary work environment.
 6. SJM shall comply with domestic and foreign environmental laws and strive to protect the environment and prevent environmental disasters.
 7. SJM shall prioritize protective measures for victims of sexual harassment, sexual assault, and abuse (harassment), and shall strive to prevent revictimization.
 8. SJM shall protect personal information collected in the course of its business and business promotion and shall guarantee customers’ access to information.
 9. SJM shall respect and protect the human rights of all stakeholders, including business partners, contract partners, and local residents in areas where it operates.
 10. SJM shall strive to prevent human rights violations in advance and take prompt and appropriate remedies when human rights violations occur.
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January 5, 2021

CEO of SJM Co., Ltd.