

Pacific Industrial Group Human Rights Policy

We, Pacific Industrial Group*¹, with our brand slogan of “Passion in Creating Tomorrow,” feel that it is our mission to strive for sustainable growth in order to achieve and maintain trust and satisfy expectations from society. In order to fulfill our mission, we recognize that all our activities must meet human rights standards.

We have been making efforts to fulfill our responsibility to respect human rights; one of our corporate philosophies is to provide a place where employees enjoy working and creating, and PIC’s Principles of Conduct and Code of Conduct clearly express that each employee shall act ethically and with sincerity to respect human rights. Now we have taken action to clarify that thought process in our new human rights policy.

This human rights policy applies to all officers and employees of Pacific Industrial Group*².

*1 Pacific Industrial Group means Pacific Industrial Corporation and all subsidiaries in and outside of Japan.

*2 All officers and employees of Pacific Industrial Group is defined as directors, auditors, executive officers and employees hired based upon employment agreements, accepted loan employees and temporary workers regardless of nationality or gender and so on.

1. Basic Policy

We, Pacific Industrial Group, will comply with all laws applicable to our business in each country and region in which we operate. We will also respect and follow international norms of behavior on human rights, including the International Bill of Human Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. In the event that any of our business activities cause human rights issues, we shall review and take corrective action in accordance with the United Nations Guiding Principles on Business and Human Rights.

In particular, we share our “Principles of Conduct” with every employee, which directs them to act sensibly with high moral value and sincerity as a member of global society. We also clearly express concrete policies in our “Code of Conduct”, which includes articles on respect for human rights, prohibition of discrimination and harassment, effective abolition of child labor and elimination of all forms of forced or compulsory labor. We share with our suppliers “Supplier CSR Guidelines” which includes requests related to human rights. Through the execution of these Guidelines, we will work toward respecting and protecting human rights.

2. Comprehension, Evaluation and Prevention of Human Rights Risks

Pacific Industrial Group will seek to identify, prevent and mitigate adverse human rights impact through due diligence processes. These include the periodic monitoring and implementation of our “Code of Conduct” and “Supplier CSR Guidelines”.

3. Remediation

In the event that we, Pacific Industrial Group, find that we have violated human rights or participated in events which adversely impact human rights, we will remediate those adverse human rights impacts through appropriate processes*³.

*3 We will make efforts to understand the situation surrounding the human rights violations or other similar scenarios through consultation with direct superior officers or through internal report systems. We have two kinds of internal report systems: “ethics and complaint consultation” and independent consultation by external directors and auditors as third parties independent from management.

4. Education

To ensure that all employees understand this policy and that our business operations properly conform to its contents, we, Pacific Industrial Group, will provide all employees with appropriate human rights education and training.

5. Periodic Review and Remedy

We, Pacific Industrial Group, shall conduct periodic reviews and revise this policy as necessary.

The Board of Directors approved this policy on February 3rd, 2021.

Shinya Ogawa

President, Member of the Board
Pacific Industrial Co. Ltd.