

Human rights issues

The following are salient human rights issues that SEKISUI CHEMICAL Group is addressing in accordance with its human rights policy.

(1) Discrimination

We respect human rights and diversity of individuals. We do not tolerate discrimination based on nationality, race, ethnicity, religion, ideology, gender, age, disability, gender identity, sexual orientation, or employment status, or any behavior that undermines individual dignity.

(2) Harassment

We do not tolerate harassment of any kind, whether mental or physical, or any behavior that harms others.

(3) Forced Labor and Child Labor

We do not tolerate forced labor, child labor, or any form of modern slavery, including human trafficking.

(4) Freedom of Association and Right to Collective Bargaining

We respect the freedom of association and the right to collective bargaining.

(5) Occupational health and safety

We will comply with laws and regulations concerning workplace safety and health, and will create a safe and healthy work environment by giving due consideration to such laws and regulations.

(6) Working hours and wages

We shall comply with all laws and regulations concerning working hours and wages, and shall consider fair and equal wages for employees and business partners.