

## **Sekisui House Group Human Rights Policy**

The Sekisui House Group believes that its mission is to continue to provide safe, secure, and healthy housing and services that aim to contribute to a sustainable society.

In order to achieve our vision of “Making Home the Happiest Place in the World”, we strongly hope to create happiness for all stakeholders through our various businesses. We express our commitment to fulfill our responsibility to respect human rights by practicing “love of humanity”, which is a fundamental principle of our Corporate Philosophy.

Based on our Corporate Philosophy and Code of Conduct, the Sekisui House Group Human Rights Policy complements and clarifies the “Respect for Human Rights”, which is one of the principles outlined in our Corporate Conduct Guidelines.

This policy applies to all officers and employees of the Sekisui House Group. We also expect our business partners, including building contractor partners and suppliers, to understand and support this policy.

The Board of Directors of Sekisui House, Ltd. shall supervise compliance with this policy and its implementation.

### **Respect for Internationally Recognized Standards**

We are committed to respecting human rights as stipulated in the International Bill of Human Rights (\*1) and the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work (\*2). We are a signatory of the United Nations Global Compact and we support its ten principles.

We strictly prohibit any form of forced labor and child labor.

We shall continue to promote the creation of a corporate structure with zero tolerance for any discrimination or harassment based on birth, nationality, race, ethnicity, beliefs, religion, gender, sexual orientation, gender identity, age, disabilities, preference, educational background, family or any other ground. We also strive to maintain a healthy working environment without discrimination in employment or treatment of employees.

We respect the freedom of association and the right to collective bargaining. We comply with labor-related laws and regulations and observe labor-management agreements. We are committed to engaging in employees or their representatives in good faith through dialogue and consultations and continuously work to build constructive relations.

We comply with national and regional laws and regulations in countries and regions where we operate. Where national and regional laws and regulations conflict with international human rights standards, we seek

ways to honor the principles of internationally recognized human rights while complying with national and regional laws and regulations.

### **Implementation of human rights due diligence**

In line with the United Nations Guiding Principles on Business and Human Rights (\*3), we are committed to integrating human rights due diligence processes in our business activities in order to identify negative impacts on human rights and continuously work to prevent and mitigate such impacts.

We believe that the perspective of affected stakeholders is critical to understand human rights issues. We are committed to engaging in dialogues with relevant stakeholders in order to appropriately address human rights issues associated with our business.

If we identify that we have caused or contributed to negative impacts on human rights, we strive to remediate such impacts by appropriate means.

### **Diversity Initiatives**

We shall promote the creation of a working environment with free and open communication, where people who work together and every employee recognize and make the most of each other's diversity, values and working styles. We aim to build an organizational culture that fosters innovation.

### **Awareness Raising and Training**

We shall continue to provide education and training necessary for all Group officers and employees to implement this policy.

### **Grievance Mechanisms**

We have in place the following complaint reporting channels to identify concerns and potential negative impacts on human rights associated with our business activities. The use of the mechanisms is strictly kept confidential and the users are protected from any detrimental treatment as a consequence of reporting issues.

- Internal consultation services for employees regarding harassment, human rights abuses, and issues related to workplace environment
- Contact points for stakeholders affected by our business activities that enable consultation regarding negative impacts on human rights

We shall investigate and respond to reports made through the mechanisms and take remedial measures as

necessary. We continuously seek to optimize our grievance mechanisms in order to respond appropriately to any potential negative impact on human rights associated with our business activities.

## **Disclosure**

We will regularly disclose our efforts to respect human rights as outlined in this policy through our website and other means of communication.

Effective on April 1, 2020

Approved by the Board of Directors of Sekisui House, Ltd.

- \* 1. The International Bill of Human Rights consists of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenants on Economic, Social and Cultural Rights. It is widely regarded as the fundamental human rights framework by the international community.
- \* 2. The Declaration on Fundamental Principles and Rights at Work adopted by the ILO sets out the following four categories as the minimum labor standard to be observed: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.
- \* 3. The UN Guiding Principles on Business and Human Rights, endorsed by the United Nations Human Rights Council, is the authoritative global standard for states and businesses to prevent and address the risk of adverse impact on human rights linked to business activity.