

Human Rights Policy

Enacted: August 1, 2023
Keihanshin Building Co., Ltd.

Keihanshin Building's corporate philosophy is "To provide valuable commercial space to customers so as to contribute to the community," and we aim to contribute to society through a wide range of corporate activities. Our Code of Conduct also advocates fostering a corporate culture, "Respect for the individual," and we recognize respect for the individuality and personality of employees as a matter of priority. Our Human Rights Policy below sets forth our stance on respect for human rights in conducting corporate activities with respect for the dignity and basic human rights of employees as well as all the people who are related to our business, and we will put it into practice as the basis of all our corporate activities.

1. Compliance with norms and laws related to respect for human rights

We will support and respects international norms, including the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the Ten Principles of the UN Global Compact. We will promote responsible management based on the UN Guiding Principles on Business and Human Rights.

2. Scope of application

This Policy is applicable to all directors, officers and employees of Keihanshin Building, and to all persons engaged in work for our company.

We seek the understanding and cooperation of the customers and business partners who are involved in our business, and hope that they will cooperate with our company in promoting respect for human rights.

3. Employee education and training

We strongly recognize the importance of respect for human rights, and will implement the appropriate education and training for our directors, officers and employees in order to establish this Policy as a part of our corporate activities.

4. Dialogue and discussions with stakeholders

We will strive to understand, prevent, and make improvements to adverse impacts on human rights through dialogues with our stakeholders, including employees, business partners, and local communities.

5. Remedial measures

We will implement remedial measures through appropriate means in the event that our corporate activities are found to have caused or contributed to adverse impacts on human rights.

Even in situations where we have not directly caused or contributed to adverse impacts on human rights, but where our business partners or other stakeholders are directly involved in such adverse impacts through their businesses or other factors, we will strive to improve the situation by engaging in discussions with the business partners in question.

6. Priority matters related to human rights initiatives

We will strive to understand adverse impacts on human rights through dialogues with employees, business partners, and other stakeholders, and to identify priority matters related to human rights initiatives. We will review these priority matters as necessary in response to changes in the business and social conditions.