

Compliance Policy Regarding the Prevention of Discrimination and Harassment

This Compliance Policy represents and affirms the Yamato Group's policy as a member of society under which human rights of all persons must be respected, and any discrimination or harassment, which infringes upon human rights, must not be tolerated. We understand that each company of the Yamato Group and all of its officers and employees are obliged to comply with this Policy and any violation hereof may lead to a disciplinary action, and hereby make the following declaration.

1. We strictly comply with any law and regulation including the Constitution of Japan, the Universal Declaration of Human Rights, the International Covenants on Human Rights, the Act on Securing, etc. of Equal Opportunity and Treatment between Men and Women in Employment, and the Act on the Promotion of the Employment of Disabled Persons, and thereby ensure our respect for human rights. We do not commit by ourselves or allow anyone to commit any acts of discrimination or harassment, which infringes upon human rights.
2. We do not commit or allow anyone to commit any discrimination based on race, belief, gender, religion, nationality, age, origin, etc.
3. (1) We do not commit or allow anyone to commit sexual harassment, including any sexual language or behavior that deteriorates an employee's working condition, or any disadvantageous treatment of an employee by reason of his/her reaction to such language or behavior.

(2) We do not commit or allow anyone to commit power harassment, including any act taking advantage of official authority or seniority that causes an employee to suffer mental or physical pain or deteriorates the workplace environment.

(3) We do not commit or allow anyone to commit any other forms of harassment, including harassment in relation to pregnancy, giving of birth or childcare leave, and will not allow the creation of any hostile work environment.
4. We never retaliate or take any adverse personnel action whatsoever against an employee for reporting any discrimination or harassment or for cooperating in an investigation regarding discrimination or harassment.
5. If we receive a report of discrimination or harassment, we will conduct investigations and appropriately address such issue.