

JALUX Group Human Rights Policy

The JALUX Group is committed to fulfilling its responsibility of respecting human rights of all people, based on the principle that respect for human rights is a universal value and is aligned with the Corporate Philosophy.

1. Respect for internationally recognized human rights

The JALUX Group respects internationally recognized human rights such as the International Bill of Human Rights, the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the Ten Principles of the UN Global Compact. In addition, we pursue human rights initiatives based on the UN Guiding Principles on Business and Human Rights. The JALUX Group complies with laws, regulations and policies of countries and regions where it conducts business. In case there are conflicts between internationally recognized human rights and national laws of any country, the JALUX Group seeks ways to respect international human rights standards.

2. What we aim for

The JALUX Group takes steps to prevent and mitigate adverse impacts on human rights of all stakeholders including our customers, suppliers, clients, people in regions where we conduct business, and the JALUX Group employees. In addition, all officers and employees fulfill their responsibilities to respect the human rights of all people.

The JALUX Group prohibits discrimination on the basis of gender, age, national and regional origin, race, ethnicity, religion, social status, disability, sexual orientation, gender identity and other attributes, forbids forced labor and child labor, and strives to create appropriate work environments and secure fair working conditions. We also request our partners and suppliers in our corporate activities to support this Human Rights Policy and respect human rights of their stakeholders.

In case the JALUX Group officers and employees, and partners and suppliers in business activities conduct themselves in a way that disrespects human rights in contravention of this Policy, we will respond appropriately, exercising our maximum influence.

(* Employees include all employees employed for a fixed-term and temporary employees regardless of what they are called, such as permanent, temporary or contracted employees.)

3. Means to respect human rights

The JALUX Group has set up and incorporated in its business processes a human rights due diligence system in accordance with the UN Guiding Principles on Business and Human Rights, and under the JAL Group's due diligence system.

(1) Identifying and Assessing Human Rights Impact

We identify, assess, prevent and mitigate actual and potential adverse human rights impact through our activities.

(2) Hotline

By creating a system to receive consultations and reports from the JALUX Group employees regarding actions that have a negative impact on human rights, we will establish consultation desks for the employees.

(3) Remedy

In case it is found that JALUX Group business activities cause or have adverse impact on human rights, we take appropriate remedial action. In case business partners or other related parties are associated with adverse impacts on human rights through our business or services, even if the JALUX Group is not associated we will approach those parties and ask them to take remedial action.

(4) Education and Training

We provide appropriate education and training to all JALUX Group officers and employees.

4. Dialogue with society

This Human Rights Policy is disseminated to not only all JALUX Group officers and employees but also to society.

5. Our Business Partners

The business activities of the JALUX Group are possible due to the cooperation of various stakeholders including suppliers and other business partners. For the Group to meet our responsibility to respect human rights, their understanding and cooperation are indispensable. The JALUX Group is committed to working with and encouraging our business partners to uphold the principles in this Policy.

Established in November 2023