

Harassment Prevention Policy

Established: June 15, 2020
ZENKOKU HOSHO Co., Ltd.

All forms of harassment, including instances of power harassment and sexual harassment in the workplace, are unacceptable and damage both the dignity and character of the victim. They also deteriorate the working environment and damage the social standing of ZENKOKU HOSHO Co., Ltd. (hereinafter, referred to as the “Company”)

The Company will not tolerate, nor overlook, any such instances of workplace harassment.

In the event that you experience or witness any instances of harassment, please consult immediately with your superior or colleagues. If consulting with your superior or colleague is difficult, please use the Compliance Consultation Desk. All matters shall be dealt with without impinging on your confidentiality or privacy. You will not be treated unfavorably for seeking consultation.

The Company shall adopt a serious response to any employees who have committed harassment or any employees who unfavorably treat persons seeking consultation on matters of harassment.

All employees of the Company, including full-time employees, contract employees, temporary employees, and part-time employees, are required to comply with this policy. Furthermore, harassment shall apply not only to such employees of the Company, but also to third parties such as the employees of our business partners and our customers.

The Company is committed to building a safe and comfortable working environment that is not only free from all forms of harassment, but is also a place that respects human rights, the character of people, and the diverse values of individuals. And it is this that underpins the Company’s efforts to build relationships with its business partners and other parties.