

Human Rights Policy

Seino Holdings Co., Ltd. (hereinafter referred to as “the Company”) upholds its Management Philosophy, “Advancing Our Company and Supporting Employee Well-Being.”

We believe that employee well-being is founded on what we call “The Three Pillars supporting Employee Well-being”:

Financial Stability — having the economic security needed to support one’s life and work.

Pride in Work — feeling genuine pride in one’s role and actions.

Confidence in the Future — looking ahead with a positive and sustainable outlook.

We also uphold “The Three Treasures”—Labor-Management Harmony, Courtesy-Centered Conduct, and Fukujusō Resilience. These principles originate from our enduring corporate DNA of “Respecting Every Person” and “Embracing Challenge.

By putting “The Three Treasures” into practice, each employee can achieve personal growth and build a foundation for contributing to others and society.

As a sustainable company, we place the highest priority on respecting the human rights of all people in order to grow together with our stakeholders—including customers, employees, business partners, local communities, and shareholders.

Basic Approach

“Respect for Human Rights” is a fundamental prerequisite for our growth and contribution to society.

This principle is deeply rooted in our DNA of “Respecting Every Person.”

At the Company, we share the common code of conduct of “Compliance in Normal Times, Health and Safety First in Times of Crisis” In addition to respecting internationally recognized human rights standards, including the United Nations Guiding Principles on Business and Human Rights, and complying with applicable laws and regulations, we place great importance on creating a workplace where every employee can work with confidence and peace of mind.

This Policy applies to all officers and employees of the Company. We will also share

this Policy with our Group companies and expect them to respect human rights in accordance with this Policy.

Furthermore, we expect the business partners of the Company and its Group companies—including subcontractors, contractors, service providers, and other partners—to support the intent of this Policy and work with us to advance respect for human rights.

Basic Objectives

1. Creating a Workplace Free from Discrimination

We are committed to providing a workplace free from discrimination based on race, nationality, gender, religion, age, disability, social status, or any other characteristic. We value an environment in which each employee can achieve personal growth and contribute to others and society.

2. Ensuring a Safe and Healthy Workplace

We respect the right of all employees to work in a safe and healthy environment and are committed to preventing occupational accidents and injuries.

3. Providing Fair and Supportive Working Conditions

We provide a workplace where employees can continue working with confidence and peace of mind, while promoting a healthy work–life balance.

4. Preventing Forced Labor, Child Labor, and Harassment

We are committed to preventing forced labor and child labor, and to ensuring that inappropriate conduct, including harassment, bullying, and other forms of misconduct, does not occur in the workplace.

Framework for Promoting Respect for Human Rights

We, under the leadership of the officer in charge of the Human Resources Department, oversee our human rights initiatives.

We oversee our human rights initiatives under the leadership of the executive in charge of human resources.

We have established educational programs, including human rights training, e-learning courses, and the development of guidelines, to foster awareness of

“Respect for Human Rights” and the principle of “Respecting Every Person” among all employees.

In addition, we utilize a Human Rights Checklist across the Company and its Group companies. Each department conducts self-assessments to identify potential issues and areas for improvement.

When concerns are identified, we promptly take corrective actions and implement measures to prevent recurrence.

Furthermore, we have established consultation channels for whistleblowing, harassment, human rights issues, and related concerns, through which employees can raise concerns anonymously. All reported cases are investigated promptly and handled fairly and appropriately.