

HOTEI Group Human Rights Policy

Our HOTEI Group operates under the corporate philosophy that “Everyone must be prosperous, and everyone connected to us must be prosperous, no matter what.” Based on this belief, we strive to enrich people’s lives not only materially and economically, but also spiritually. Through the provision of our products and services, we aim to enhance the lives of various individuals.

We recognize that our business activities may directly or indirectly impact human rights. Therefore, we have established the “HOTEI Group Human Rights Policy” (hereinafter referred to as “this Policy”) as a guiding principle for our Code of Conduct and Standards of Conduct, which emphasize our respect for human rights. By adhering to this Policy, we commit to fulfilling our responsibility to respect human rights in all our business activities.

Basic Principles

We have established our “HOTEI Group Human Rights Policy” based on the United Nations’ “Guiding Principles on Business and Human Rights,” the International Bill of Human Rights (comprising the “Universal Declaration of Human Rights,” the “International Covenant on Economic, Social and Cultural Rights,” and the “International Covenant on Civil and Political Rights”), and the International Labour Organization’s “ILO Declaration on Fundamental Principles and Rights at Work.” We promote respect for human rights in our operations.

In addition, we comply with the laws and regulations of the countries and regions where we conduct business. In cases where local laws and regulations fall short of internationally recognized human rights standards, we seek methods and measures that support and respect international human rights norms.

Based on the United Nations Guiding Principles and international norms, we have identified key human rights issues and will promote the following initiatives across the entire group:

- Elimination of all forms of discrimination and harassment based on race, religion, gender, sexual orientation, age, nationality, language, disability, place of origin, social status, etc.

- Establishment of appropriate working environments, assurance of fair working conditions, and respect for constructive labor-management dialogue
- Prohibition of all forms of slave labor, including child labor, forced labor, and human trafficking
- Appropriate advertising and marketing, especially toward children, and consumer health

Scope of Application

This Policy applies to all executives and employees of the HOTEI Group (including part-time workers, contract employees, and temporary staff). We also seek the understanding and support of all our business partners involved with HOTEI Group's products and services regarding this Policy, encouraging them to join us in fulfilling our shared responsibility to respect human rights.

Specific Initiatives

1. Responsibility to respect human rights

We are committed to not infringing on the human rights of anyone involved in our business activities. Furthermore, if any impact on human rights occurs within our business activities, we will take appropriate measures to rectify the situation, thereby fulfilling our responsibility to respect human rights.

2. Human rights due diligence

We will establish mechanisms for human rights due diligence, and through the identification and assessment of human rights risks, we aim to prevent and mitigate negative impacts on human rights.

3. Grievance handling system and remediation

We strive to prevent, detect early, and avoid recurrences of human rights violations through the establishment of an internal reporting system for employees and addressing any grievance received. In addition, if it becomes evident that we have contributed to or facilitated human rights violations, or if indirect impacts through our business relationships become apparent, we will take appropriate corrective measures and engage in remediation efforts.

4. Information disclosure

We will disclose information about our efforts to respect human rights on our website and other means.

5. Dialogue and consultation

We will engage in sincere dialogue and consultation with relevant stakeholders in the implementation of this Policy.

6. Education and awareness

We will continuously provide necessary education and training to executives and employees to ensure that this Policy is integrated into all business activities and effectively implemented. In addition, we will ensure that our business partners are adequately informed about this Policy.

7. Responsible officer

We will clearly designate a responsible officer and execute this Policy under their leadership.

This Policy has been established with the approval of our company's Board of Directors.

Established on April 1, 2024
HOTEI FOODS CORPORATION Co., Ltd.
Tatsuya Yamamoto, President