

Tokyu Construction Group Human Rights Policy

The ideas embodied in the corporate philosophy of the Tokyu Construction Group are linked to the concept of respecting human rights by making the best use of each individual's personality and individuality, as well as the teamwork and trust developed through interpersonal connections.

Based on this philosophy, we have enacted a human rights policy to promote efforts to respect the human rights of all people involved in our business activities.

1. Scope

The Tokyu Construction Group Human Rights Policy (hereinafter, "the Policy") applies to all officers and employees of TOKYU CONSTRUCTION CO., LTD. and its affiliated companies. The Tokyu Construction Group expects our business partners, including our partner companies and suppliers, to understand and comply with the Policy.

2. Respect and Observance of Codes and Laws

As a signatory company to the United Nations "Global Compact", the Tokyu Construction Group supports and commits to international codes relating to human rights such as the International Bill of Human Rights (the Universal Declaration of Human Rights, and the International Bill of Human Rights), and the ILO Declaration on Fundamental Principles and Rights at Work. We also support the Ten Principles of the United Nations Global Compact. Based on the Guiding Principles on Business and Human Rights of the United Nations, we have established the Policy to promote efforts to respect human rights.

3. Responsibility for Respecting Human Rights

The Tokyu Construction Group will fulfill its responsibility to respect human rights by striving to avoid human rights violations against others in its business activities, and by taking appropriate measures if it becomes clear that the Tokyu Construction Group is causing or encouraging a negative impact on human rights.

4. Human Rights Due Diligence

The Tokyu Construction Group has established a human rights due diligence system to continuously identify, prevent, and mitigate negative impacts on human rights related to its business activities, integrate corrective measures into its internal processes, and disclose its human rights activities to the public.

5. Correction and Remediation

If it is discovered that the Tokyu Construction Group is causing or encouraging a negative impact on human rights, we will correct and remedy this through appropriate means. Furthermore, if there is a negative impact on human rights at the business partners of the Tokyu Construction Group, including our partner companies and suppliers, we will respect human rights and work to implement improvements in cooperation with our stakeholders to avoid human rights violations.

6. Education

The Tokyu Construction Group will reflect the Policy in necessary procedures and continue appropriate education and training for all officers and employees so that it becomes firmly established in all business activities.

7. Dialogue and Consultation with Stakeholders

In a series of initiatives to be implemented under the Policy, the Tokyu Construction Group will cooperate with third-party organizations with expertise in human rights and engage in sincere dialogue and consultation with relevant stakeholders.

Date of Establishment April 22, 2022
TOKYU CONSTRUCTION CO., LTD.
President and Representative Director
Mitsuhiro Terada