

Initiatives for Human Rights

bryza Co.,Ltd. (hereinafter referred to as “bryza”) has expanded its business on a mission of connecting people and bridging people and firms. bryza strongly believes that a respect of diversity and human rights must be the foundation for the relationship to its stakeholders in conducting its business activities. In order to contribute to society and fulfill its corporate social responsibilities, bryza will deepen its understanding of the human rights as prescribed in the International Bill of Human Rights and the ILO (International Labor Organization) Declaration on Fundamental Principles and Rights at Work, and also it will support and practice the UN Guiding Principles on Business and Human Rights.

Scope of the Initiatives

The scope of the initiatives hereunder for the respect of human rights will apply to every officer and employee of bryza. Further, bryza expects its business partners to support its initiatives hereunder.

Initiatives to address Human Rights Issues

bryza will place particular importance on and will address the following human rights issues.

- Prohibition of forced labor, child labor and human trafficking.
Bryza shall prohibit any forms of forced labor, child labor and human trafficking.
- Eradication of all forms of discrimination and harassment.
bryza strives to eradicate all forms of discrimination and harassment based on the difference of race, color, age, gender, sexual orientation, gender identity, language, religion, political ideas, place of birth or physical appearance and shall not tolerate any acts that impair individual dignity.
- Health and safety at work.
bryza strives to attain a safe and comfortable working environment which presents no threat to the health of safety of its employees.
- Working hours and wages
bryza will comply with all applicable laws and regulations concerning working hours and wages.
- Privacy protection
bryza will comply with all applicable laws and regulations regarding the protection of personal information.

In order to implement initiatives to address human rights issues, bryza will provide appropriate education for its employees and officers.

Due diligence on Human Rights

In order to fulfill its corporate social responsibilities for the respect of human rights, bryza will create a structure of due diligence on human rights and manage it continuously. bryza will assess risks of human rights violations in all its business activities and take initiatives for correcting such risks by taking appropriate measures to eliminate or reduce their negative effects.

Approval of the “Proposal of Initiatives for Human Rights”

The “Proposal of Initiatives for Human Rights” was approved by the Board of Directors' meeting of bryza.

Enacted on March 26 2020

bryza Co., Ltd.

Toshio Yoshihara

Representative Director

※“The UN Guiding Principles on Business and Human Rights” is the international framework endorsed by the UN Human Rights Council and founded on three pillars: “The state duty to protect human rights”, “The corporate responsibility to respect human rights”, and “Access to remedy for victims”.