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## Announcement regarding Establishment of UT Group Policy on Human Rights

The following "UT Group Policy on Human Rights" was established at the Board of Directors meeting held today.

The UT Group supports the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, which are international human rights standards, and its basic policy is to promote efforts to respect human rights. Accordingly, based on the "Basic Policy on Respect for Individuals and Growth" established in April 2021, we have established the "UT Group Policy on Human Rights."

We will respect human rights in all aspects of our business activities and will work tirelessly to achieve the Group's corporate objective of "realizing a society in which all people who have the will to work are provided with equal opportunities to improve their skills and develop their careers, and are treated fairly," and to realize a sustainable society.

### UT Group Policy on Human Rights

The UT Group's mission is to "create vigorous workplaces empowering workers." We will contribute to the growth of our customers' businesses and a sustainable society by helping each individual who is motivated to work to acquire the ability to demonstrate their own individuality through the act of working. Our business is really about supporting the growth of people who work. As a precondition for this, we recognize that respecting the human rights of each and every person is fundamental to our corporate activities. We have therefore prescribed this policy here in order to respect the human rights of all people and we will promote initiatives to respect human rights.

#### 1. Basic concept

The UT Group recognizes the importance of respecting human rights as a company that supports the growth

of each individual and provides the public infrastructure of employment stability and labor supply. As international human rights standards, we understand the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work and we will promote respect for human rights. We will comply with the human rights laws and regulations of the countries and regions in which we operate, implement appropriate measures when rights are violated, and will not tolerate discrimination or harassment of any kind.

## 2. Scope of application

This Policy applies to all UT Group officers and employees. We also expect all our business partners to respect human rights in accordance with this policy.

## 3. Human rights issues related to business activities

### (1) Forced labor, modern slavery and child labor

We respect above all the will and desire of workers to work and do not tolerate any form of forced labor, human trafficking, modern slavery, or labor practices that violate human rights.

Furthermore, we do not tolerate child labor and adhere to the legal minimum age in all countries and regions where we do business.

### (2) Discrimination and harassment

We do not tolerate any form of discrimination based on race, ethnicity, creed, social status, gender, sexual orientation or gender identity, physical or mental disability or illness, or employment status, nor do we tolerate any form of harassment, whether physical or mental. We will create a workplace that respects each individual, provides fair opportunities, and treats employees fairly so that they can demonstrate their diverse personalities.

### (3) Working conditions, working hours, and living wage

We aim to create a quality workplace where all employees can work vigorously and experience growth through career development that suits each individual. Therefore, we will properly manage wages, working hours, and employee welfare benefits to meet the requirements of applicable laws and labor agreements. In addition, we will work closely with client companies to reduce excessive working hours beyond compliance with laws and regulations and develop high-quality workplaces that provide employees with compensation that exceeds a living wage.

### (4) Occupational health and safety

We believe that a safe and healthy workplace is essential for working vigorously. For this reason, we aim to create a better working environment not only in the workplaces we manage, but also in collaboration with the companies to which we dispatch workers.

#### (5) Privacy

We will properly manage all personal information obtained in the course of our business, take the utmost care not to infringe on privacy, and allow it to be used only for legitimate purposes. We will strive to take all possible measures to ensure the accuracy, security, and confidentiality of the personal information we store.

#### 4. Establishment of support desk

We will establish a consultation desk to receive consultations on human rights from employees and stakeholders of the UT Group.

#### 5. Remedies

If it becomes apparent that there is a human rights violation involving the UT Group, we will endeavor to remedy it through appropriate procedures.

#### 6. Education

We will provide appropriate education and training to ensure that all UT Group officers and employees understand human rights and to ensure the effectiveness of this policy.

#### 7. Dialogue

In the course of implementing this policy, we will receive advice from outside experts and engage in dialogue with stakeholders.

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