

Notice Concerning Establishing Leopalace21 Group Human Rights Policy for Enhancing Group Governance

Leopalace21 Corporation (Nakano-ku, Tokyo; President: Fumiya Miyao; hereinafter "the Company") established the Leopalace21 Group Human Rights Policy on November 22, 2023. By establishing the common group-wide policy, the Company aims to further enhance group governance by addressing human rights issues related to each business of the Company group.

Leopalace21 Group Human Rights Policy

<https://www.leopalace21.co.jp/english/sustainability/esg/humanrights/index.html>

Background of Establishment

Respect for human rights is one of the eight materiality items identified for the year 2030, and the Company has been actively engaged in promoting Diversity & Inclusion and hiring people with disabilities. The Company declared, in its CSR Procurement Guidelines established in 2019, that it will respect the dignity and fundamental human rights of all people and prohibit discrimination and harassment based on gender, race, nationality, religion, sexual orientation, etc.

Considering the recent changes in awareness of human rights and issues in society, the Company has established the Leopalace21 Group Human Rights Policy. The Policy supports and respects international norms on human rights, such as the UN Guiding Principles on Business and Human Rights.

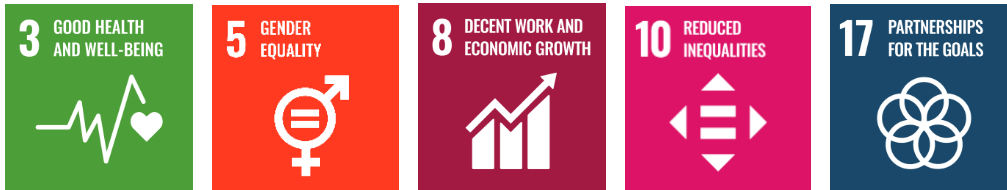
Structure of the Leopalace21 Group Human Rights Policy

The Policy consists of the following articles.

1. Scope of Application
2. Compliance with International Norms
3. Respect for Stakeholders' Human Rights
4. Promotion Structure
5. Human Rights Due Diligence
6. Remedies and Corrections
7. Training
8. Dialogue
9. Information Disclosure

The Company will encourage not only its employees but also its business partners and other related parties to ensure that the Policy works effectively and creates a virtuous cycle in the corporate activities and consider conducting human rights due diligence in the future.

This initiative supports the following five goals in the Sustainable Development Goals (SDGs).



■ Company Information

Company Name: Leoplace21 Corporation

Established: August 17, 1973

Head Office: 2-54-11 Honcho, Nakano-ku, Tokyo

Representative: Bunya Miyao, President and CEO

Website: <https://www.leoplace21.co.jp/english>

【For all media inquiries】

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