

Human Rights Policies

Under the company philosophy of “Contributing to Everyone’s Happiness and Safety through Security,” we at Tokyo Guard and Security Co., Ltd. (Tokyo G&S) comply with the laws, ordinances, and their spirit in every country and region we conduct business in, and understand that all business activities are valid only when human rights are respected.

Tokyo G&S respects human rights as stipulated in the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights) and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

We also espouse the UN Guiding Principles on Business and Human Rights in our business activities.

1. Scope of application

The policies apply to all executives and employees (including fixed-term employees) at Tokyo G&S.

2. Respect for human rights and removal of discrimination

The internal regulations etc. of Tokyo G&S include stipulations for equal opportunity employment, prohibition of forced labor, prohibition of child labor, securing of sound employment and labor, workplace environment, and other.

Tokyo G&S complies with the laws and regulations of the countries we conduct business activities in. Should a law/regulation deviate from international human rights standards, we will seek a way to respect human rights as internationally recognized as much as possible.

If our business partner or associate causes a negative impact in the supply chain, Tokyo G&S will strive to have the said party respect human rights and halt violations, even if we are not directly involved.

3. Remedy

Should it become evident that Tokyo G&S has caused or is a party to a negative impact on human rights, we will take the appropriate measures to remedy this.

4. Dialogue and discussion

Tokyo G&S will discuss response for both latent and actual impact on human rights with the relevant stakeholders.

5. Education and information disclosure

Tokyo G&S will conduct education properly to ensure the effectiveness of these policies. We will also disclose on the Tokyo G&S website the status of our initiatives to respect human rights as based on the policies.

Established April 1, 2021