

# Imperial Hotel Human Rights Policy

## 1. Policy

Guided by the Imperial Hotel's mission statement, "to contribute to the international community's further development and to enhance leisure living and culture for all people by providing superior products and services as befits Japan's flagship hotel," we are mindful of social issues and engage in activities that contribute to solving them. We also fulfill our responsibility to respect human rights with regard to our stakeholders by fostering a corporate culture that respects human rights and promoting initiatives to respect human rights throughout our corporate activities through human rights awareness-raising efforts that nurture respect for human rights.

## 2. Target

- (1) This Policy applies to all officers and employees engaged in work for the Imperial Hotel.
- (2) We give consideration to the human rights of all people involved in our products and services.
- (3) We continuously encourage our business partners to deepen their understanding of this Policy and their understanding of respect for human rights.

## 3. Compliance with Respect for Human Rights

The Imperial Hotel supports and respects international standards related to human rights and implements initiatives based on such standards.

- (1) We prohibit human trafficking, forced labor and child labor
- (2) We ensure customer safety and transparent information disclosure
- (3) We respect diversity
- (4) We prohibit all forms of discrimination
- (5) We engage in fair employment selection
- (6) We respect freedom of association and the right to collective bargaining, etc.
- (7) We prohibit harassment and unfair treatment
- (8) We manage working hours appropriately and eliminate excessive working hours
- (9) We guarantee a minimum wage and support a living wage
- (10) We ensure a healthy and safe workplace environment

## 4. Framework of Respect for Human Rights

We promote respect for human rights by establishing an organizational framework chaired by the director in charge of human rights-related matters and made up of the heads of each division and the chairperson of the labor union executive committee.

## 5. Human Rights Due Diligence

We work to identify, prevent, mitigate, and report negative impacts on human rights that relate to our

business activities, and to resolve various social issues that negatively impact human rights based on the human rights due diligence approach in the United Nations' Guiding Principles on Business and Human Rights.

6. Remedies

We respond appropriately to consultations and reports from internal and external stakeholders regarding conduct that violates respect for human rights. We work to correct or remedy the situation if it becomes clear that our business activities have caused or encouraged a situation that violates respect for human rights.

7. Information Disclosure

We regularly disclose information on our initiatives to respect human rights and the results of such initiatives.

8. Educational Framework

We provide appropriate education and training to ensure that conduct based on this Policy is reflected in our business activities.

This Policy was approved by the Sustainability Management Committee, over which the Board of Directors has oversight, on March 1, 2024.

April 1, 2024  
Imperial Hotel, Ltd.