

TBS Group Human Rights Policy

According to our previously announced TBS Group Code of Conduct and TBS Group Standards of Conduct, the TBS Group has sought to respect human rights through its business activities and to improve the environment for achieving that end.

The TBS Group Human Rights Policy (hereafter “this policy”) formulated this time spells out our human rights-related policies and initiatives based on the TBS Group Code of Conduct and TBS Group Standards of Conduct in detail and applies to all TBS Group corporate officers and employees.

As a member of society, the TBS Group once again recognizes the importance of respecting human rights and is committed to fulfilling its responsibility to respect the fundamental human rights of its executives, employees and all other stakeholders.

We expect all suppliers to comply with this policy as well.

1. Scope of our policy

All TBS Group corporate officers and employees

2. Commitment to respect human rights

The TBS Group respects human rights in all of its corporate activities.

3. Respect for individual workers and elimination of discrimination

We do not accept discrimination for reasons such as race, tribe, nationality and place of origin, gender, age, religious or political ideology, economic or social relationships, disability, marriage history, having or not having children, sexual orientation, gender identity, etc., and we provide equal opportunities to all people.

4. Respect for workers' rights

We do not accept forced labor, overwork, low wage work (labor paid for at rates below minimum wage), child labor, harassment, bullying, or unfair treatment.

We comply with the laws and ordinances of the region where employees work, and under fair working conditions, we provide a suitable labor environment without forced labor or overwork, take care to guarantee minimum wage and pay more than a living wage, and respect freedom of association and the right to collective bargaining.

5. Protection of human rights in the transmission and provision of content and services

We are aware of our social responsibility and mission as a content group, and we respect fundamental human rights in all the content and services we transmit and provide, protect freedom of expression by guaranteeing autonomy and fairness, prevent human rights violations, and contribute to increased awareness of human rights in society.

6. Obedience to standards, laws and ordinances concerning respect for human rights

We support and respect Japanese laws and regulations concerning respect for human rights as well as international standards about human rights such as the International Bill of Human Rights, which stipulates the fundamental human rights that every person in the world should receive, and the ILO Declaration on Fundamental Principles and Rights at Work stipulated by the International Labour Organization, and we also endeavor to implement them based on the ideas behind the UN's Guiding Principles on Business and Human Rights.

If there is a divergence between the laws and regulations and international standards, we will prioritize respecting the international standards as much as possible.

Formulated on March 1, 2023

Revised on March 13, 2023

President and Representative Director
TBS HOLDINGS, INC.

Ryujiro Abe