

## **The Mori Building Group Human Rights Policy**

Based on the Mori Building group's philosophy of "Create Cities, Nurture Cities," we promote urban development together with our business partners and other stakeholders in order to create sustainable societies in which people can live, work and spend time in good health and vitality, both physically and mentally. The Mori Building Group Human Rights Policy clarifies our commitment to respecting human rights, which we believe is indispensable for the realization of responsible urban development.

### **1. Compliance with international standards, laws and regulations related to respect for human rights**

The Mori Building Group supports and respects the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights), which sets forth the fundamental rights that all people should enjoy, the International Labour Organization's (ILO) "ILO Declaration on Fundamental Principles and Rights at Work" which stipulates fundamental rights at work (freedom of association and recognition of the right to collective bargaining, prohibition of forced labor, effective abolition of child labor, prohibition of discrimination in respect of employment and occupation, safe and healthy working environments), and the "Children's Rights and Business Principles," which present corporate actions and measures to respect and promote children's rights. This policy is also based on the United Nations' Guiding Principles on Business and Human Rights.

The Mori Building Group complies with the laws and regulations applicable in each country or region in which it operates. In cases where there is an inconsistency between internationally recognized human rights and the laws and regulations of each country or region, the Group will pursue ways to maximize respect for international human rights principles.

### **2. Scope of application**

The policy applies to all officers, employees, temporary employees and all other persons (hereinafter referred to as "officers and employees, etc.") engaged in the businesses of the Mori Building Group.

The Mori Building Group also encourages its business partners, including customers and suppliers, to support this policy and to work together with the Group to promote initiatives for respecting human rights.

### **3. Practicing respect for human rights throughout our business activities**

The Mori Building Group is committed to the prevention, mitigation, correction, and remediation of any negative impact on human rights that may occur through its business activities, and to the practice of respect for human rights throughout its business activities.

Negative impacts on human rights that may occur through business activities includes cases where the Mori Building Group has caused negative impacts through its business or services, cases where it is clear that the Group has contributed to negative impacts, and cases where Mori Building Group business partners or related parties are directly connected to a negative impact on human rights through the business or services, even if the Group is not directly contributing to the negative impact.

### **4. Continuous implementation of human rights due diligence**

The Mori Building Group will continue to conduct human rights due diligence in order to prevent or mitigate negative impacts on human rights.

This includes the identification and assessment of actual or potential negative impacts on human rights in business activities and supply chains, and incorporation of these assessment results in decision-making and business processes, implementation of appropriate measures to prevent or

mitigate negative impacts, as well as tracking and assessing the effectiveness of such measures, and ongoing procedures to externally explain these efforts.

In the event that the Mori Building Group initiatives need to be prioritized, priority will be given to the most serious impacts, or those that would be impossible to correct if delayed.

**5. Reviews of salient human rights issues in response to changes in the environment**

Since salient human rights issues to be addressed by the Mori Building Group can change due to factors such as the social environment and business trends, the Group continuously conducts human rights due diligence, and through dialogue and consultation with stakeholders and external experts, to identify and review these issues as appropriate.

**6. Correction and remedy**

In the event that the Mori Building Group causes actual or potential negative impacts on human rights, the Group will work to correct and remedy it through appropriate means, including cooperation with external stakeholders.

The Group has established internal and external contact points for consultation and reporting of compliance violations including the situation above. When responding to reports, the anonymity and confidentiality of whistleblowers are ensured. The contact point is available to business partners as well as the Mori Building Group officers and employees, etc.

**7. Dialogue and consultation with stakeholders**

The Mori Building Group improves its efforts to respect human rights based on this policy through dialogue and consultation with various stakeholders.

**8. Education and training**

The Mori Building Group conducts appropriate education and training to ensure that this policy takes root throughout its business activities. The Group also strives to deepen understanding of this policy among its business partners, including customers and suppliers.

**9. Disclosure of information**

The Mori Building Group reports its efforts to respect human rights based on this policy on its official website and through other means.

Formulated in June 2022

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Mori Building Co., Ltd.