

March 3rd, 2023

Statement Concerning Core Labor Requirements

TAKEO Co., Ltd. does not tolerate any form of child labor, forced labor, or child exploitation at any of our sites. We also support freedom of association and collective bargaining as part of our commitment to support the fair and equal treatment of workers.

1. Prohibition of child labor

We prohibit work that interferes with compulsory education and hazardous or heavy work by persons under the age of 18 that is prohibited by law.

2. Prohibition of forced or compulsory labor

We do not force or compel workers to work unfairly, in any form of employment.

3. Prohibition of workplace discrimination

We respect basic human rights and do not engage in any acts that discriminate based on nationality, race, place of birth, gender, religion, illness, disability, acts that constitute sexual harassment or bullying in the workplace or other acts that disregard human rights.

4. Respect for freedom of association and the right to collective bargaining

We ensure smooth communication between labor and management. We respect the right to participate in collective bargaining and the freedom of association based on rules and regulations.

Shigeru Takeo
President
TAKEO Co., Ltd.