

PHD Group Human Rights Policy

1. Background of PHD Group's Respect for Human Rights

The PHD Group supports social infrastructure and contributes to the realization of a sustainable society by growing together with its stakeholders through business activities in line with its mission to "solving clients' challenges by integrating people and technology.

The Group regards respect for human rights as an essential element for business continuity and will continue to work on it.

2. Scope of Application

This policy applies to all officers and employees of our group. We also expect our clients, business partners, and other stakeholders to understand and support this policy.

3. Respect for Internationally Recognized Human Rights

The PHD Group supports and respects internationally recognized human rights, including the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

4. Relationship between Respect for Human Rights and Compliance with Laws and Regulations

The PHD Group shall comply with the laws and regulations of each country in which it operates. If internationally recognized human rights are not adequately protected by the laws and regulations of a particular country, the company will pursue avenues to respect the rights of our employees as much as possible within the confines of applicable local laws and regulations

5. Response to Human Rights Issues

Through the following measures to address human rights issues, the Group will promote the creation of a work environment in which each and every employee of the Group can respect freedom, fairness, safety, and diverse values, recognize each other, and freely express his or her opinions.

(1) Prohibition of Discrimination

The Group prohibits discrimination and human rights violations in its business activities on the basis of race, nationality, age, gender, sexual orientation, gender identity, origin, social status, marital status, creed, religion, disability, physical characteristics, and health status.

(2) Prohibition of Harassment

The Group prohibits sexual harassment, power harassment, and harassment related to pregnancy, childbirth, childcare, and nursing care, all of which are offensive to human dignity.

(3) Prohibition of forced labor and child labor

The Group prohibits forced labor and child labor. The Group does not tolerate any form of modern slavery, including human trafficking.

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

The Group respects freedom of association and the right to collective bargaining.

6. Human Rights Due Diligence and Remedies

The PHD Group shall establish a human rights due diligence mechanism, and if it becomes clear that the Group's business activities have caused or encouraged events that are contrary to respect for human rights, the Group will work to correct or remedy the situation.

Established : November 19, 2024