

World Holdings Group Human Rights Policies

The purpose of the World Holdings Group is to “contribute to happiness and a sustainable society through the creation of a variety of ways we live worldwide.”

All business activities are based on the premise of respect of human rights of everyone associated with the group. We understand that it is vital to take actions to help achieve a sustainable society.

We have established the following World Holdings Group Human Rights Policies and do everything possible as a company to fulfill our responsibility to respect human rights.

1. Basic views on human rights

All executives and employees at World Holdings and its group companies support and respect international guidelines concerning human rights such as the International Bill of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and Guiding Principles on Business and Human Rights of the United Nations.

2. Scope

This policy applies to all executives and employees at the World Holdings Group.

Furthermore, we ask all of our business partners involved with our services and products to follow this policy.

3. Compliance with applicable laws and regulations

We comply with laws and regulations applicable in countries and regions where we conduct business operations and respect internationally recognized human rights.

4. Responsibility to respect human rights

We respect the human rights of people who are affected by our business operations and promise to not violate these rights.

We will not allow any discrimination or harassment involving gender, age, nationality, race, ideology, beliefs, religion, disabilities, gender identity, sexual orientation or other personal characteristics.

We prohibit forced labor, human trafficking and child labor and guarantee freedom of association and the right to collective bargaining. We provide our employees with safe and healthy workplace environments.

5. Human rights due diligence

We have established a framework for performing human rights due diligence in order to identify any negative effects of our business operations on human rights as well as to prevent or reduce any negative effects. We assess the effectiveness of this framework in order to make constant improvements.

6. Education and training

To ensure that we conduct business operations properly in line with this policy, we make everyone aware of this policy and provide appropriate education and training programs concerning respects for human rights.

7. Assistance and corrective measures

If we discover that our business operations had a negative effect on human rights or that a business partner or other party associated with our business operations had a negative effect on human rights, we use dialogues and appropriate procedures based on international standards for assistance and take other corrective measures.

8. Chief human rights officer

We appoint an executive as chief human rights officer to clearly designate the individual responsible for the supervision of activities based on this policy.

9. Information disclosure

We disclose information about our activities to respect human rights and progress and results involving these activities on the World Holdings website and through other channels.

This policy has been approved by the World Holdings Board of Directors and signed by the Chairman and President.

July 20, 2023

WORLD HOLDINGS CO., LTD.
Chairman and President
Eikichi Iida