

Respect for Human Rights

Fundamental Approach

The JR Kyushu Group has established the JR Kyushu Group Basic Policy on Human Rights as a guideline for promoting efforts to respect human rights and fulfilling responsibilities tied to those efforts. This policy is positioned at the highest level of policy regarding human rights and is the basis for all business activities in the group. We will contribute to the creation of a sustainable society by working to respect human rights in accordance with this policy.

The JR Kyushu Group Basic Policy on Human Rights

Aiming to realize the JR Kyushu Group's vision of becoming a "corporate group that invigorates Kyushu, Japan, and Greater Asia with safety and service as its foundation", the JR Kyushu Group conducts sincere, fair and transparent business to contribute to the creation of a sustainable society.

We recognize that human rights may be impacted as a part of the process of conducting business. To express our intent to honor the human rights of all people involved in business operations, we have established the JR Kyushu Group Basic Policy on Human Rights (hereinafter, "this policy").

1. Fundamental Approach

In addition to domestic law regarding human rights, the JR Kyushu Group supports and respects international norms on human rights, including the International Bill of Human Rights^{*2} and the International Labor Organization's ILO Declaration on Fundamental Principles and Rights at Work^{*3}, based on the United Nations Guiding Principles on Business and Human Rights^{*1}.

2. Scope

This policy applies to all officers and employees^{*4} of the JR Kyushu Group. We also expect the understanding and support of this policy from our business partners and work together to promote respect for human rights.

3. Respect for Human Rights

We respect human rights, honoring the diversity of people's values, individuality and privacy without discrimination based on race, ethnicity, religion, nationality, social status, gender, age, disability, sexual orientation or gender identity, etc.

4. Advancement of Efforts that Respect Human Rights

(1) Human rights due diligence

In order to fulfill our responsibility to respect human rights, we employ human rights due diligence to identify negative impact on human rights, and prevent or mitigate such issues.

(2) Correction and Remedy

In the event that actions have a direct or indirect negative impact on human rights, we take the appropriate steps to handle correction and provide remedy.

(3) Communication and Discussion with Stakeholders

The JR Kyushu Group works to improve respect for human rights by engaging in sincere communication and discussion with our stakeholders.

(4) Education and Training

The JR Kyushu Group provides education and training to ensure proper information and awareness of human rights issues take deep root in our officers and employees, in order to ensure the understanding of this policy and ensure respect for every individual's human rights.

(5) Disclosure of Information

The JR Kyushu Group appropriately discloses information regarding the status of efforts to respect human rights based on this policy via our website and other means.

This policy was approved by the Human Rights Awareness Promotion Committee held on January 24, 2022, and reported at the Board of Directors meeting held on March 1, 2022.

- *1 The Guiding Principles on Business and Human Rights is a document unanimously endorsed by the United Nations Human Rights Council in 2011. This document is an international standard that details the obligation of the state to protect against human rights violations by third parties including companies, the responsibility of companies to ensure respect for human rights internally as well as for their business partners, and the requirement of effective access to means of relief due to human rights violations.
- *2 The International Bill of Human Rights consists of the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights. The Universal Declaration of Human Rights is the first universal standard to declare the rights that all human beings are entitled to and is a common standard that all people and nations should strive to achieve.
- *3 The ILO Declaration on Fundamental Principles and Rights at Work includes four fundamental rights set as the minimum that must be observed: "freedom of association and the right to collective bargaining", "elimination of all forms of forced or compulsory labor", "effective abolition of child labor", and "elimination of discrimination in respect of employment and occupation".
- *4 "All officers and employees of the JR Kyushu Group" refers to directors, auditors and executive officers of the JR Kyushu Group, persons engaged in duties based on employment contracts with JR Kyushu Group companies and other employees that have been dispatched or temporarily transferred from other companies.

April 1, 2022

古宮 洋二

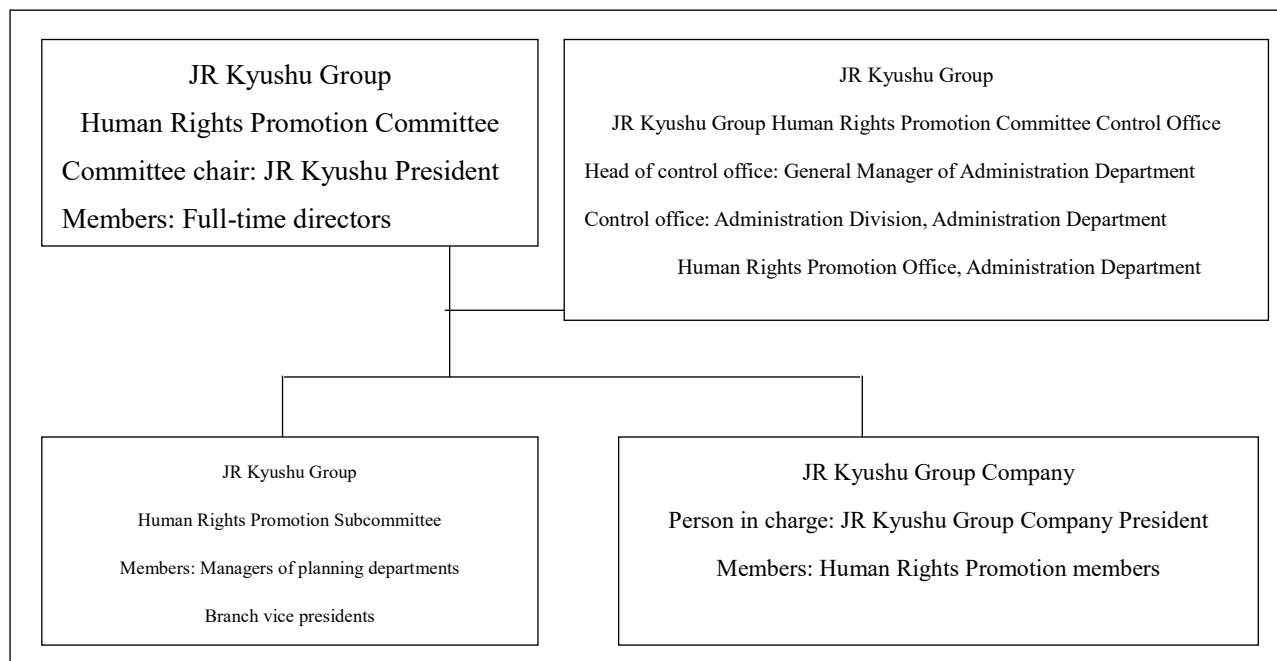
Yoji Furumiya

President and CEO

Kyushu Railway Company

The JR Kyushu Group Human Rights Promotion System

The JR Kyushu Group has established the JR Kyushu Group Human Rights Promotion Committee to promote efforts related to the JR Kyushu Group Basic Policy on Human Rights.



Human Rights Due Diligence Efforts

The JR Kyushu Group promotes efforts in human rights due diligence based on the JR Kyushu Group Basic Policy on Human Rights. Human rights due diligence proceeds according to the following four steps: (1) Identification of human rights risks, (2) Prevention and mitigation initiatives, (3) Surveys on the results of efforts, (4) Disclosure of information. Furthermore, the following efforts are regularly implemented for each.

1. Identification of Human Rights Risks

Human rights risks are identified by conducting surveys and questionnaires regarding human rights risks in the JR Kyushu Group and considering social conditions, etc.

Human Rights Risks

(1) Harassment incidents

(power harassment, sexual harassment, maternity harassment, etc.)

(2) Excessive work hours

(3) Privacy rights violations

(4) Gender equality issues

(5) Fostering discrimination due to lack of understanding or consideration

(DOWA problem, LGBTQIA+, people with disabilities, cultural differences due to nationality or identity)

(6) Safety issues

- (7) Lack of knowledge of the employee consultation office
- (8) Improper operation of the international technical training system

2. Prevention and Mitigation Initiatives

- (1) Implementation of human rights promotion training through e-learning, rank-based systems, etc.

① Implementation of human rights promotion training through e-learning

Content of Past e-Learning

FY	Details
2018	Three Laws to Eliminate Discrimination
2019	DOWA problem
2020	Sexuality
2021	Human Rights Violations on the Internet

② Human Rights Promotion Training by Outside Experts

In order to foster appropriate knowledge and understanding of human rights issues, we invite outside experts to provide up-to-date training on human rights issues for workplace managers.



Human rights promotion training from outside experts

③ Harassment Training

Regular training with our consulting attorney as instructors is held as part of our efforts to prevent harassment. During this training, employees learned how to create a workplace in which harassment is not tolerated through the use of specific case studies to illustrate the handling of reports or instances of bullying or harassment



Harassment training

(2) Information dissemination, including human rights promotion handbooks, internal information, etc.

(3) Efforts that utilize the feedback of both employees and customers

Examples of improvement based on views shared by employees about safety

https://www.jrkyushu.co.jp/company/esg/safety/pdf/2021_anzen03.pdf

Examples of improvement based on customer feedback

<https://www.jrkyushu.co.jp/contact/kaizen/>

3. Surveys on the Results of Efforts

(1) Implementation of surveys

- Conducting surveys to determine the level of proficiency after e-learning or training
- Surveys for major business partners who deal with railway materials

(2) Implementation of interviews

- Monitoring overtime to prevent excessive work hours
- Interviews with group companies that employ international technical trainees

4. Disclosure of Information

- Regular disclosure of information regarding efforts to respect human rights via our website and other means

Whistleblowing that Protects Human Rights

JR Kyushu Group has established a whistleblowing system as a channel for reports relating to issues such as compliance and human rights. Anonymity can be maintained when making a report, and information such as the name of the person making a report is kept in strict confidence. Reports are thoroughly investigated and the company shall provide remedies to affected parties where it has been identified that it has caused or contributed to impacting on human rights. See below for the whistleblowing system. See below for the whistleblowing system.

JR Kyushu Group employees and our suppliers

JR Kyushu Group Corporate Ethics Hotline

(<https://www.jrkyushu.co.jp/company/info/ethics/>)

Customers, Local communities

Customer consultation center (<https://www.jrkyushu.co.jp/contact/feedback.html>)

Other Human Rights Efforts

1. Activities as a secretariat company of the Fukuoka City Corporate Social Inclusion Promotion Council

As a secretariat company of the Fukuoka City Corporate Social Inclusion Promotion Council established primarily by companies in Fukuoka, we work with member companies to solve human rights and Burakumin discrimination issues within the local community. Efforts include management of training programs and awareness activities.

2. Participation in Workshops Relating to Frameworks on Labor Standards

In order to create a better environment for promoting and establishing employment of people with disabilities, we participate in the Business Network for Promoting the Employment of People with Disabilities (SKC Network), which is a workshop that enables the sharing of information and experiences between companies.

We also participate in the Happy Community Council, which promotes diversity efforts in the Kyushu Economic Federation.

3. At JR Kyushu, we value mechanisms to allow employee representatives to engage with company management.




96 occurrences of collective bargaining took place as of the end of January 2022 in FY2021.

4. Minimum Wage Guarantee

JR Kyushu Group ensures compliance with minimum wage requirements. In addition to compliance with the legally-mandated minimum wage, which is revised on an annual basis, our labor management goes beyond the standards required by law through means such as the payment of higher wages to our employees.

5. Initiatives to Support Children's Rights

At JR Kyushu Group, we value children's right to life, protection, participation and education. In addition, we at JR Kyushu Group provide support for children's rights in company operations and through programs.

Safety workshops	We engage in educational activities to prevent accidents at railway crossings through measures such as holding railway crossing safety workshops at kindergartens and elementary schools. JR Kyushu has also designated February 3rd each year as "Railway Crossing Day" and engages in activities to raise awareness of railway crossing safety. As part of "Railway Crossing Day" events such as a railway crossing safety workshop are held at the small covered space in Hakata station square.	
VIVISTOP HAKATA	VIVISTOP HAKATA, located on the 10 th floor of JR Hakata City, is a facility that provides creative activities for kids and supports innovation. VIVISTOP is a creative learning environment with bases expanding across Japan and around the world. These efforts help children realize their ideas through cutting-edge creative tools, such as 3D printers and laser cutters.	
Fukuoka Mirai Project (workplace experience)	Each year, JR Kyushu and its group companies participate in the Fukuoka Mirai Project, which is held at companies in Fukuoka Prefecture with the aim of providing children with the opportunity to gain experience of society by seeing their parents and guardians at work and fostering respect and gratitude for the work that they do.	

6. Local Employment

JR Kyushu employs local people at the liaison offices it has established in Thailand. JR Kyushu Group is engaged in the management of serviced apartments and hotels, and works together with the operating companies responsible for each facility to provide employment and training to local people in order to ensure the smooth operation of the business and to develop human resources who are familiar with local cultures and business customs. Rules of employment have also been established for each facility and we create working environments in compliance with Thai law.

○Number of local employees at businesses in Thailand

Category	Number of employees
Bangkok Office	2
Shama Lakeview Asoke Bangkok	74
Aloft Bangkok Sukhumvit 11	131
Total	207

※As of December 31, 2021

