

JR-West Group Human Rights Policy

The JR-West Group has set out "Our Purpose" as "Evolve connections among people, communities, and societies. Stir the heart, drive the future," and we are conducting our business activities together with a range of partners to contribute to the development of a safe, secure and prosperous society that is sustainable and hopeful. Respecting human rights is the very core of our business activities, and we have formulated the "JR-West Group Human Rights Policy" as a guideline for advancing our efforts.

1. Scope

This policy applies to all executives and employees of the JR-West Group. We will also strive to ensure that our suppliers and others involved in our business activities understand this policy and work with us toward respecting human rights.

2. Respect for international standards, etc.

The JR-West Group promotes respect for human rights in accordance with the "UN Guiding Principles on Business and Human Rights" as well as relevant laws and regulations. We also respect human rights as set forth in the "International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Economic, Social and Cultural Rights)" and the "Declaration on Fundamental Principles and Rights at Work" of the International Labor Organization (ILO). Furthermore, as a signatory to the UN Global Compact, we also endorse its ten principles.

3. Responsibility of respecting human rights and diversity

The JR-West Group will fulfill its responsibility for respecting human rights and diversity of all stakeholders involved in its business activities.

- (1) We respect the human rights of all people, including our customers, members of local communities, business partners, and employees, and will not tolerate discrimination based on race, ethnicity, creed, religion, nationality, age, gender, lineage, disabilities, sexual orientation, or gender identity.
- (2) We respect diversity in personalities and values, and recognize the ideas and positions of one another so that we are able to express our opinions and actions frankly. We will not tolerate any form of harassment, including sexual harassment and power harassment, or any language or behavior that offends the dignity of individuals.
- (3) We will not tolerate child labor, forced labor, or any other unfair labor practices throughout any of our business activities.
- (4) If our business activities actions have resulted in a negative impact on human rights either directly or indirectly, or if a negative impact on human rights has been caused by our suppliers, etc., we will strive to make corrections and remediation of those impacts through the appropriate procedures.

4. Education and awareness

The JR-West Group will provide appropriate education and opportunities for awareness to executives and employees to ensure that this policy is understood and instilled, and that the human rights and diversity of everyone are respected.

5. Human rights due diligence

The JR-West Group will strive to prevent or mitigate any negative impact on human rights to fulfill our responsibility of respecting human rights, by establishing and continuously implementing a mechanism for performing human rights due diligence.

6. Dialogue with stakeholders

The JR-West Group will engage in ongoing dialogue with our stakeholders covering the actual or potential impacts on human rights, and strive to resolve social issues related to human rights to prevent or alleviate any negative impact of our business activities on human rights. We also consult with outside experts as needed.

7. Remediation methods

The JR-West Group is working on establishing effective remedies, including establishing whistleblowing and outside hotlines, to provide remediation to stakeholders who are negatively impacted by human rights through the course of their business activities, or to handle those representing their position.

8. Disclosure of information

The JR-West Group will disclose its efforts for respecting human rights through its website and other means in an appropriate manner.

Established April 1, 2019
Revised April 1, 2023
West Japan Railway Company
President and Representative Director
Kazuaki Hasegawa