

# Human Rights Policy

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Established: June 1, 2026    Responsible: Representative Director Akihiro Kamata

## 1. Basic Policy

Nihonto Co., Ltd. (hereinafter 'the Company') is committed to respecting human rights in all business activities, based on the belief that every person should be treated with dignity and respect.

Through our overseas-to-Japan staffing business, the Company actively works to protect the rights of foreign workers and ensure fair and equitable working conditions.

## 2. Scope

This Policy applies to all officers and employees of the Company, as well as all workers introduced and supported by the Company. We also require all business partners and affiliated organizations involved in our operations to uphold equivalent standards.

## 3. Prohibitions

The Company strictly prohibits the following in any form and applies a zero-tolerance approach:

- Forced labor, debt bondage, and human trafficking
- Child labor
- Exploitation of workers through excessive recruitment fees
- Discrimination, harassment, and violence
- Coercion of employment against free will

## 4. Specific Measures

**(1) Transparent Recruitment Process:** The Company charges no recruitment fees to job seekers. Recruitment is conducted through the Company's partner sending organizations, excluding the involvement of brokers or intermediaries. Partner sending organizations are also prohibited from charging any recruitment fees to job seekers, and compliance with this requirement is a condition of partnership. All contracts are provided in both Japanese and the worker's native language, and workers are required to sign only after confirming their understanding and free consent.

**(2) Education and Training:** Japanese language education and vocational training are conducted in the worker's home country by the Company's own staff and selected outsourcing partners. All outsourcing partners are required to comply with the Company's human rights standards, and the quality and transparency of education are managed under the Company's responsibility.

**(3) Ongoing Support After Arrival:** After arriving in Japan, workers receive on-site training tailored to Japan's work environment. Regular check-ins and improvement coaching

continue after the start of employment.

**(4) Regular Living and Working Condition Checks:** The Company conducts regular checks on the living and working conditions of workers in Japan, and works to identify and address any issues at an early stage.

## 5. Grievance and Reporting Channel

The Company provides a channel through which workers and employees can safely report any human rights concerns or issues. Retaliation against anyone who makes a report is strictly prohibited.

**Contact (Email):** [compliance@nihonto.co.jp](mailto:compliance@nihonto.co.jp)

**Person in Charge:** Ryo Wakita, Director

Consultations are accepted in Japanese and the worker's native language.

## 6. Policy Review

This Policy will be reviewed periodically in light of changes in the Company's operations, amendments to laws and regulations, and evolving social expectations.

**Nihonto Co., Ltd.**  
Representative Director: Akihiro Kamata