

Recruitment and Employment Policy

Established: June 1, 2026 Representative Director Akihiro Kamata

1. Purpose

This Policy is established to protect the rights of job seekers and workers in the overseas recruitment and placement operations of Nihonto Co., Ltd. (hereinafter 'the Company'), and to ensure a fair and transparent process.

2. Fees and Costs

(1) Recruitment Fees: The Company does not charge job seekers or workers any recruitment fees (fees related to recruitment, introduction, or matching) under any circumstances.

(2) Education and Visa Application Fees: Tuition fees for Japanese language education and vocational training, as well as fees for visa application document preparation services, are the responsibility of the job seeker. However, these fees are disclosed in writing — including the amount and breakdown — before the contract is signed, and are only charged after the job seeker has understood and consented. Payment of these fees is never mandatory, and no disadvantage will result from declining.

3. Contract Process

(1) Explanation of Contract Terms: Working conditions (location, job description, working hours, wages, holidays, etc.) are explained in writing in both Japanese and the job seeker's native language prior to signing.

(2) Confirmation of Free Consent: Job seekers sign contracts based on their own free will, without any form of coercion, intimidation, or pressure. No disadvantage will result from declining to sign.

(3) Delivery of Contract: A signed copy of the contract is always provided to the job seeker.

4. Working Conditions

The working conditions of workers introduced and supported by the Company comply with Japan's Labor Standards Act, Minimum Wage Act, and other applicable laws. Client companies are introduced only on the condition that they comply with all applicable laws.

5. Post-Arrival Support and Monitoring

After arriving in Japan, the Company conducts regular checks on workers' working and living conditions. The Company continuously monitors whether actual conditions align with the contract terms and responds promptly if any issues are identified.

6. Contact

For any questions or concerns regarding working conditions or contract terms, please contact us below. Consultations are available in Japanese and the worker's native language.

Person in Charge: Ryo Wakita, Director

Email: compliance@nihonto.co.jp

Nihonto Co., Ltd.
Representative Director: Akihiro Kamata