

THE HAKODATE DOCK CO.,LTD.
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1 April 2024

DECLARATION OF RESPECT FOR HUMAN RIGHTS

We, as a company, prioritize the three elements of ESG (Environment, Social, Governance) and are committed to preventing human rights violations related to our business operations, in order to build positive relationships with stakeholders and create a favorable workplace environment. Therefore, we are wholeheartedly committed to ensuring that no one associated with our company engages in any actions or behaviors that constitute human rights violations (hereinafter referred to as "the violations"). Our employees will be informed and instructed accordingly.

The following items are examples of the violations, but not limited to, and we particularly intend to focus on deterring these actions.

Additionally, if the violations should be identified, we will respond with sincerity in accordance with this declaration.

1. "Psychological violence" such as threats, defamation, insults, or severe verbal abuse.
2. "Physical violence" including assault or harm.
3. "Excessive demands" such as requests for clearly unnecessary or unfeasible actions in business transactions.
4. "Unjust demands" such as persistent requests for unnecessary apology or compensation.
5. "Separation of human relationships" such as isolation, ostracization, or neglect.
6. "Infringement of privacy" by excessively intruding into personal matters.
7. "Sexual harassment" such as language or behavior that is related to sexual matters.
8. Harassment related to pregnancy, childbirth, childcare, or caregiving.
9. Posting content related to the above items and defamation on social media, etc.
10. Unlawful activities and/or any actions or behaviors lacking in common sense.

