Achilles Group Human Rights Policy

The Achilles Group (Achilles Corporation and its subsidiaries) aims to realize its corporate philosophy of “Living with Society” = “Customer First” and has established in its group’s action guidelines to act with high ethical standards and a sense of responsibility in order to earn the trust and empathy of society. And under the slogan ″For a Society Full of Smiles,″ we are working to solve various social issues, aiming to realize an affluent society where human rights are respected and people can live with smiles on their faces.
As a member of society, the Achilles Group understands the importance of respect for human rights and has established the “Achilles Group Human Rights Policy” (hereinafter referred to as the “Policy”) in order to respect human rights in all its activities.

1. Basic Approach
The Achilles Group respects human rights as expressed in the International Bill of Human Rights and the core labor standards of the International Labor Organization (ILO), and is committed to the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Tripartite Declaration of Principles for Multinational Enterprises and Social Policy (Multinational Enterprise Declaration). We have formulated this policy based on the UN Guiding Principles for Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Tripartite Declaration of Principles for Multinational Enterprises and Social Policy where there is a conflict between internationally recognized human rights and national laws and regulations, we will seek ways to maximize respect for international human rights principles.

2. Scope of Application
The Achilles Group applies this policy to all directors and employees of the Achilles Group. The Achilles Group also expects its business partners and other related parties involved in the products and services of the Achilles Group to understand and agree with this Policy.

3. Responsibility to Respect Human Rights
The Achilles Group shall fulfill its responsibility to respect human rights by striving to ensure that its business activities do not infringe on the human rights of those who are directly or indirectly affected by its business activities, and by taking appropriate measures to correct any negative impact on human rights that may be caused by its business activities.

4. Human Rights Due Diligence and Remedies
The Achilles Group shall establish and continuously implement a human rights due diligence mechanism. Through human rights due diligence, the Achilles Group shall identify the negative impacts of its business activities on human rights and strive to prevent and mitigate human rights violations.
If the Achilles Group recognizes that its business activities have directly or indirectly caused, or have the potential to cause, negative human rights impacts, the Achilles Group will work to remedy such impacts through appropriate procedures.

5. Dialogue and Consultation
The Achilles Group will engage in sincere dialogue and consultation with internal and external stakeholders in the process of identifying negative human rights impacts and in efforts to prevent, mitigate, and remedy them.

6. Materiality
The Achilles Group promotes initiatives to prevent and mitigate negative impacts on human rights in its business activities, with the following as priority issues;
Harassment, Discrimination, Occupational health and safety, Forced labor, Child labor.

7. Education
The Achilles Group will educate its employees on this policy in order to prevent any negative impact on human rights in all aspects of its business activities.

8. Disclosure of Information
The Achilles Group will regularly report its efforts to respect human rights through the Achilles Group website and other means.

This policy was approved by the Board of Directors of Achilles Corporation on August 28, 2024.