

LOGISTEED Group Human Rights Policy

Under the corporate philosophy "to deliver high-quality services that will help make the world a better place for people and nature for generations to come", the LOGISTEED Group supports the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the UN Global Compact, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the Universal Declaration of Human Rights, understands that the human rights of all people affected in our business activities must be respected, and will endeavor to ensure the dignity of people related to our business is protected and respect is given to each other.

In order to continue to provide high-quality logistics services that support "making the world a better place" as a company supporting social infrastructure, we will proceed to coexist and co-prosper with all people related to our business.

We have positioned this policy as the highest policy related to human rights, and will continue to promote initiatives related to human rights.

1. Scope of Application

This policy applies to all officers and employees of the LOGISTEED Group. Furthermore, the LOGISTEED Group expects stakeholders to support and respect this policy, and also work together to promote initiatives for the respect of human rights.

Note) Stakeholders: Customers, investors, employees, local communities, business partners and government

2. Responsibility to Respect Human Rights

The LOGISTEED Group will not violate the human rights of people affected by its business activities. Specifically, we prohibit discrimination based on age, disability, ethnicity, sex, marital status, national origin, race, religion, sexual orientation, sexual identity, union membership, etc., prohibit psychological, sexual and physical harassment, and also prohibit forced labor and child labor. We will not be complicit in wars and conflicts that have a very large negative impact on human rights. We will fulfill our responsibility to respect human rights by taking appropriate action to make corrections in the event human rights are negatively impacted in our business activities. In the event human rights are negatively impacted by the activities of a stakeholder, we will work together to encourage appropriate action. Also, we will pay careful attention to the handling of personal information, and prevent information leaks.

3. Compliance with Applicable Laws and Regulations

The LOGISTEED Group will comply with laws and regulations not only in Japan, but also in the

countries and regions in which it conducts business activities, and also fully respect international human rights standards and promote management with consideration for human rights. If the laws and regulations of each country and region contradict international human rights principles, we will pursue whichever is the higher human rights principle.

4. Human Rights Due Diligence

The LOGISTEED Group will implement awareness-raising activities such as education and training to fulfill its responsibility to respect human rights indicated in the UN Guiding Principles on Business and Human Rights, in addition to creating and continuing to implement systems for human rights due diligence. Furthermore, in the event a direct or indirect violation of human rights in the Group's business activities, we will take appropriate action aimed at correction and remedy. Human rights due diligence is an ongoing process of investigating and identifying the negative human rights impact the company may have on society, implementing prevention or mitigation initiatives through appropriate means, reliably ensuring the transparency of progress and results, and disclosing these externally.

5. Dialogue and Consultation

The LOGISTEED Group will utilize external specialized knowledge on human rights in the initiatives in this policy, and sincerely engage in dialogue with stakeholders.

April 1, 2023

Hiroaki Takagi

Representative Director,

President and COO

LOGISTEED, Ltd.