

Social — Human Rights

Human Rights Policy

In February 2025, we established the KWE Group Human Rights Policy, which formally articulates our approach and commitment to respecting human rights. The policy specifies compliance with international standards and laws, its scope of application, the KWE Group’s initiatives on human rights issues, the implementation of human rights due diligence, and engagement with external experts.

This policy applies to all officers and employees of the KWE Group. In addition, we promote understanding of and support for the policy among business partners and suppliers involved in the KWE Group’s business activities and services.

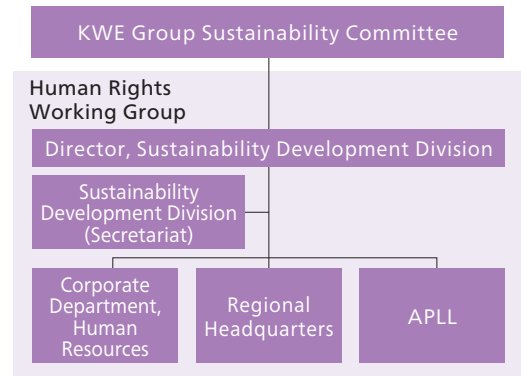
Promotion Framework

To promote human rights initiatives, a Human Rights Working Group has been established under the KWE Group Sustainability Committee. The Sustainability Development Division serves as the secretariat, driving human rights efforts across the entire KWE Group.

Human Rights Education and Awareness

KWE provides education and awareness-raising opportunities on business and human rights for both management and employees. In November 2024, a workshop on human rights due diligence was held for managers in Japan, and in April 2025, all employees of Group companies participated in e-learning training.

Organizational Framework



Human rights due diligence workshop

Human Rights Due Diligence

KWE first analyzed information from both external and internal perspectives to identify potential human rights risks in our business activities and established key human rights themes for Group-wide prioritization. In February 2025, focusing on working conditions for subcontractors and foreign workers at warehouses in Japan, we conducted human rights impact assessments at Baraki Terminals 2 and 4. Interviews were held with foreign workers and their supervisors, and site visits were conducted to observe actual working conditions. We are now making progress on addressing the various issues identified through these activities.

Going forward, we will continue to implement the human rights due diligence process—identifying issues, taking action, conducting follow-ups, and disclosing information—on an ongoing basis.

Key Human Rights Themes for Prioritized Action

- Working conditions of subcontractors and foreign workers at warehouses in Japan
- Working conditions of workers at warehouses outside Japan
- Working conditions of employees (drivers) of transport companies

For more information on the KWE Group Human Rights Policy and our human rights initiatives, see: <https://www.kwe.com/sustainability/human-rights/>

Impact Assessment and Action

Issues	Action under consideration or in progress
Language accessibility of employment contracts and payslips	Phase in employment contracts and payslips in employees’ native languages
Language accessibility of safety and health notices within workplaces	Plan to implement multilingual notices and pictograms for safety and health information
Establishment and awareness of consultation channels in case of problems	Now considering the introduction of a third-party consultation channel