

# Human Rights Policy

**“Let us surround people, communities, the nation, and the world, in a warm embrace.”**

Discover and appreciate the charm and culture of different people from various communities and countries and take these memories home with you. We believe that interactions among people leave fond, lasting memories in our hearts, enrich our lives, and eventually contribute to world peace. On this Earth, let us be the starting point for connections among people, communities, and countries, where warmth fills our hearts and gently ripples outwards, filling the world.

Together with our guests, suppliers, investors, community members, and other stakeholders, we aspire to fulfill this purpose.

The warm memories we have created together throughout the years, the bonds with all who share our purpose, and our philosophy of treating people like family, remain unwavering and will continue to be the foundation of our pride, both now and in the future.

This is our ‘Purpose Statement’.

In line with this purpose, we formulate our human rights policy based on “The Guiding Principles on Business and Human Rights” adopted by the United Nations Human Rights Council to act with respect for the human rights of all people involved in our business activities.

## 1. Commitment to Respecting Human Rights

In accordance with “The International Bill of Human Rights” (Universal Declaration of Human Rights and the International Covenant on Human Rights), which stipulates “The fundamental human rights of all people, and the Core Labor Standards” established by the International Labor Organization (ILO), we respect human rights in all aspects of our business activities, and all executives and employees are to act with a strong awareness of and respect for human rights.

## 2. Scope of Policy Application

This policy applies to all of our executives and employees. We also expect our business partners, suppliers, and all stakeholders to understand our policy and practice respect for human rights.

## 3. Emphasis on Diversity and Prohibition of Discrimination

We respect diversity and do not discriminate based on race, ethnicity, religion, nationality, origin, sex, gender identity, sexual orientation, age, disability, or illness. We also aim for equal opportunity in hiring, evaluation, training, assignment, salary increases, promotions, and we promote the work environment where diverse talents can perform actively.

## 4. Prohibition of Harassment

We do not permit any sexual harassment, power harassment, or harassment related to pregnancy, childbirth, childcare, or elderly care.

## 5. Prohibition of Forced Labor and Child Labor

We prohibit forced labor and child labor and conduct our business activities in compliance with applicable laws to protect fundamental human rights.

## 6. Maintaining Employee Safety and Health

We provide a healthy work environment, comply with safety and health laws, and maintain it by taking appropriate measures to address health risks.

## 7. Freedom of Association and the Right to Collective Bargaining

We respect employees' freedom of association and right to collective bargaining in labor-management relations.

## 8. Education

We provide our executives and employees with the necessary education and training to ensure that they understand and practice this policy.

## 9. Remedies and Corrections

We identify, prevent and mitigate adverse human rights impacts arising from our business activities. Furthermore, we engage in honest dialogue with the parties involved and take appropriate measures to remedy the impact if our business activities have caused adverse human rights impacts.

## 10. Dialogue and Consultation

We enhance and improve our commitment to respecting human rights by engaging in dialogue and consultation with stakeholders whose human rights may be adversely affected by our business activities.

## 11. Information Disclosure

We report on our human rights initiatives on our website and disclose information appropriately to our stakeholders.

Established on May 2024

THE ROYAL HOTEL, LIMITED.

Representative Director & Chief Executive Officer

UEDA Fumikazu

\*This policy is reviewed and updated as necessary to ensure alignment with evolving legal requirement and social expectations, and any updates are publicly disclosed via our website and other official media.