

Harassment Prevention Leadership Declaration

Guided by our management philosophy of “Building a vital workplace with respect for individual employees,” the Aisan Group respects the human rights of every individual and is committed to creating an inclusive workplace where diverse talent can thrive with confidence.

In accordance with our Human Rights Policy, we respect human rights in all our business activities and fulfill our responsibility to prevent human rights violations. Harassment is a serious violation of human rights that undermines personal dignity. It not only has a profound impact on the physical and mental well-being of those affected but also damages trust in the workplace and diminishes organizational vitality and corporate value.

We do not tolerate harassment of any kind. We respect the human rights and dignity of everyone, including customers, business partners, and job applicants, and will respond to harassment appropriately as an organization.

We will promote a psychologically safe workplace where everyone respects one another’s human rights and dignity and feels secure in expressing their views. We will also foster a workplace culture grounded in mutual trust and respect, where individual values and diversity are recognized and embraced.

We will continue our efforts to prevent harassment and, should an incident occur, respond promptly and appropriately.

Through ongoing education and awareness initiatives, we will strengthen each person’s understanding of human rights and firmly establish a workplace culture that does not tolerate harassment.

We will continue to place respect for human rights at the core of our management and cultivate a positive, harassment-free workplace.

September 7, 2026
Aisan Industry Co., Ltd.
Takami Kato, President