

(4) Respect for Human Rights

1. Formulation of Human Rights Policy

As the asset management company of Hulic Reit, Hulic REIT Management aims to maximize unitholder value by maintaining and improving medium- to long-term revenue and realizing growth of asset size and value, and also shares the corporate philosophy of the Hulic Group that is “Providing products & services that are essential to social activities of our customers for the realization of a society full of safety, peace of mind and trust, and for the continuous improvement of corporate value.” As a member of the Hulic Group, Hulic REIT Management has formulated a Human Rights Policy to fulfill its responsibility to respect the human rights of all employees and officers of Hulic REIT Management and all people involved in the company’s business activities with the aim of realizing this corporate philosophy.

Human Rights Policy

1. Prohibition of discrimination

We prohibit any discrimination against any person on the grounds of his or her belief, religion, age, sex, sexual orientation, race, nationality, origin, physical or mental disability, etc.

2. Prohibition of harassment

We prohibit any act, including sexual harassment or abuse of authority, to inflict emotional distress on any person by language or behavior that damages his or her character or dignity.

3. Prohibition of child labor

We prohibit any child labor.

4. Prohibition of forced labor

We prohibit any forced labor carried out through violent acts or intimidation.

5. Respect for the right of freedom of association and right of collective bargaining

In line with international labor standards, we respect the right of freedom of association and right of collective bargaining.

6. Reduction of excessive working hours

In addition to ensuring compliance with labor-management agreements, including the 36 Agreement and laws and regulations of relevant countries and regions, we adopt basic policies to reduce overtime work and limit excessive work.

7. Securing of health and safety of workers

In accordance with laws and regulations of relevant countries and regions, including the Labor Standards Act, we endeavor to offer a workplace where workers can work healthily and safely.

8. Payment of wages above minimum wage

We pay wages above the minimum wages prescribed in various local laws and regulations as well as the Minimum Wage Act.