

Policy declaration related to the FSC core labor requirements

Our company and group companies declare that we follow the following core labor requirements in accordance with the items required by the FSC certification standards in order to respect, promote, and achieve the principles of basic workers' rights.

1. Prohibition of child labor

We will not employ children below the minimum work age defined by applicable laws and regulations in Japan and in other countries.

2. Prohibition of forced labor

We will not engage in unjust forced labor in any form of employment.

3. Elimination of discrimination in occupation and employment

We respect basic human rights, and will not engage in actions that disregard those rights, such as discrimination and harassment against persons based on nationality, race, place of origin, gender, religion, illness, and disability.

4. Freedom of association and respect for collective bargaining rights

We will engage in smooth communications between labor and management. Based on rules, we respect the right to participate in collective bargaining and the freedom of association.

April 19, 2022
Kyowaseikan Co., Ltd.
Miki Watabe, President