

Labor Ethics Policy

The Maruyasu Group will respect the rights of workers and maintain a safe and fair working environment in accordance with the following principles.

Prohibition of Forced Labor

The Maruyasu Group prohibits all forms of forced labor, including bonded or indentured labor, involuntary labor, and human trafficking, and ensures that all employment is based on the free will of workers. Workers must retain access to their personal documents, including identification cards and passports, at all times. Confiscation or unreasonable retention of such documents is strictly prohibited. The collection of unreasonable fees or expenses is prohibited. Workers' freedom of movement is respected, and no unreasonable restrictions are imposed on access to workplaces, facilities, or dormitories during or outside working hours.

Protection of Young Workers

Child labor is prohibited in accordance with applicable laws and international standards. Workers under the age of 18 shall not be assigned to hazardous work or night shifts that may endanger their health or safety.

Work Hours Management

Working hours are managed in compliance with local laws and industry standards to prevent excessively long working hours. Overtime work is based on the voluntary intent of the employee, and appropriate rest periods and days off are ensured.

Fair Wages and Benefits

The Maruyasu Group complies with laws and regulations regarding minimum wages, overtime pay, and statutory benefits, and provides accurate and appropriate remuneration based on working hours.

Prohibition of Discrimination and Humanitarian Treatment

All forms of discrimination based on race, nationality, place of origin, religion or belief, sex, sexual orientation or gender identity, age, disability, family status, or background are prohibited. Acts that undermine the dignity of workers, including violence, intimidation, or harassment, are not tolerated.

Freedom of Association and Respect for Collective Bargaining

The Maruyasu Group respects workers' rights to join, organize, and engage in collective bargaining. In regions where union activities are restricted by law, appropriate alternative means for workers to express their opinions are provided.