

JaCER Integrity Policy

The Japan Center for Engagement and Remedy on Business and Human Rights (hereinafter "JaCER") recognizes that ensuring the integrity of its organization is crucial for securing the trust of stakeholders, companies, and other parties in the Engagement and Remedy Platform. To this end, JaCER commits to the following measures. Furthermore, JaCER has established its legal compliance rules to implement this policy and requests that JaCER officers, employees, and contractors (hereinafter "JaCER's staff") comply with this policy and the compliance rules.

1. **Conducts in Accordance with International Standards**

In the operation of the Engagement and Remedy Platform, JaCER will act and provide advice and support from the perspective of promoting responsible business conduct in accordance with international standards, including the UN Guiding Principles on Business and Human Rights,

2. **Fair and Equitable Treatment**

JaCER will strive to treat stakeholders, companies, and other parties involved or potentially involved in the Engagement and Remedy Platform fairly and equitably. JaCER will ensure not to provide any special benefits to or accept them from any specific organization or individual beyond its activities related to the operation of the Engagement and Remedy Platform.

3. **Prevention of Conflicts of Interest**

JaCER will take measures to prevent conflicts of interest, ensuring that JaCER's staff, with special interests in complainants or companies subject to grievances, do not engage in the handling of grievance received through the Engagement and Remedy Platform.

4. **Confidentiality**

JaCER will take measures to maintain confidentiality so that stakeholders, companies, and any other parties can use the Engagement and Remedy Platform with confidence. Protection of personal information and information security will be handled in accordance with the Privacy Policy and Information Security Policy.

5. **Promotion of Legal Compliance**

In its business operations, JaCER will comply with applicable laws and respect relevant international standards, including the UN Guiding Principles on Business and Human Rights.

6. Ensuring Governance

JaCER will strengthen its governance system to ensure integrity, including the above-mentioned items, and to prevent misconduct. This includes receiving supervision, advice, and audits from the Board of Directors, the General Meeting of Member Companies, the Advisory Board, the Stakeholder Panel, and auditors.

7. Record Keeping

JaCER will maintain appropriate accounting records and strive to document processes for ensuring integrity.

8. Information Disclosure

To ensure transparency, JaCER will strive to disclose the status on the operation of the Engagement and Remedy Platform and other activities, including its efforts to ensure integrity.

9. Proper Handling of Grievances

JaCER will establish a contact point on its website to accept grievances regarding violations of this policy and other matters. JaCER will strive to address received grievances appropriately.