



Priority Issues

Related to Human Rights

T-Gaia Corporation
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(1) Elimination of Child Labor

The T-Gaia Group will protect children from employment that is detrimental to their health, safety, and morals, and will eliminate labor by children who are not yet of working age.

(2) Elimination of Forced Labor

The T-Gaia Group will not use work performed against the wishes of the workers, or labor performed by workers whose freedom to leave the employment is restricted.

(3) Elimination of Discrimination

The T-Gaia Group will actively promote diversity and inclusion by eliminating all discrimination and harassment in employment, appointment, promotion or other occasions on the grounds of race, religion, gender, gender identity, sexual orientation, age, nationality, birthplace, language, disability, marital status, pregnancy or other reasons.

(4) Payment of Reasonable Wages

The T-Gaia Group will comply with all relevant laws and regulations regarding minimum wages, overtime pay and other wage-related issues, and will pay wages in accordance with applicable laws and regulations.

(5) Application of Fair Working Hours

The T-Gaia Group will comply with statutory limits on overtime work, holidays and other working conditions. We properly manage employees' working hours and days off, with emphasis on their work-life balance.

(6) Freedom of Association and the Right to Collective Bargaining

The T-Gaia Group will comply with laws and regulations concerning freedom of association and collective bargaining, and will respect employees' rights to join a labor union, form a union, and engage in collective bargaining.

(7) Safety and Health Management

The T-Gaia Group will comply with laws and regulations, and establish systems and environments to create hygienic and healthy workplaces that are safe and free of accidents. In this way, we will strive to maintain and promote the physical and mental health of our employees.

(8) Preparedness for and Response to Emergencies and Industrial Accidents

In preparation for emergencies such as large-scale disasters, accidents, and industrial accidents, The T-Gaia Group will identify the probability of occurrence of such events and prepares necessary fire prevention kits, emergency supplies, and stockpiles to minimize damage to our employees and assets. We will also educate our employees so that they can respond promptly and appropriately in the event of a disaster.