

SCSK Group Slavery and Human Trafficking Statement for the Fiscal Year 2021

The SCSK Group is committed to combatting modern slavery and human trafficking across the world together with our outsourcing partners and other business partners.

This statement has been published in accordance with the UK Modern Slavery Act 2015 and constitutes SCSK Group's slavery and human trafficking statement for the fiscal year 2021 ended March 31, 2022. This statement was approved by the board of directors of SCSK on January 31, 2023.

Organization

The SCSK Group consists of 17 domestic and 6 overseas group companies, and has approximately 50 bases in Japan and overseas. With approximately 15,000 officers and employees, the Group provides services such as IT Consulting, Systems Development, Verification Services, IT Infrastructure Development, IT Management, IT Software and Hardware Sales, and BPO.

For details on the business of SCSK, please visit the following website:

https://www.scsk.jp/corp_en/outline.html

Initiatives of the SCSK Group business and its supply chain to the prevention of modern slavery

The SCSK Group aims, based on [our corporate philosophy](#) of “Create Our Future of Dreams,” to serve as a corporate group that contributes to society through our business activities, and works with our various stakeholders to create a prosperous society. To achieve that goal, the SCSK Group has made a statement of “respecting each other” as one of our promises in our corporate philosophy in order to respect the individuality and values of each person involved in our business activities and to fully maximize their respective skills.

Among the seven [material issues](#) identified by the SCSK Group in FY2020 as priority issues for the promotion of sustainable management, SCSK included “Diverse team of professionals” and “Sustainable value chain.” With respect to “Diverse team of professionals,” the SCSK Group engages in initiatives relating to matters such as diversity and inclusion, health and productivity management, and rewarding workplace reforms in order to create workplaces and opportunities that allow professionals with diverse skills and experience to grow and become more actively involved by drawing on their diversity and expertise as well as a shared set of values. As for “Sustainable value chain,” the SCSK Group promotes working style reforms, health and productivity management, and sustainability management through collaboration with partner companies, and aims to develop the IT industry. By respecting the human rights of each and every person involved in our business through our initiatives on material issues, we aim to improve the quality of our company and industry as well as the services we provide to our customers, and ultimately contribute to the realization of a better society.

The SCSK Group takes its commitment to tackling modern slavery very seriously. We set out below the steps the SCSK Group has taken to help ensure that modern slavery is not taking place in SCSK Group's business or supply chains:

[SCSK Group Human Rights Policy](#)

The SCSK Group has formulated a “SCSK Group Human Rights Policy” which sets out our approach and responsibilities as a corporate group that respects the human rights of all people affected by the SCSK Group's business activities, based on our corporate philosophy and Code of Conduct.

The policy respects human rights as expressed in the “International Bill of Human Rights” and the International Labour Organization’s “Declaration on Fundamental Principles and Rights at Work,” and aims to pursue business activities respecting human rights based on the UN Guiding Principles on Business and Human Rights. The policy sets out, among other matters: i) that the SCSK Group strives to identify, prevent, and/or mitigate possible adverse human rights impacts through human rights due diligence initiatives; ii) that where the SCSK Group identifies that the Group has caused or contributed to adverse human rights impacts through our business activities, the Group strives to take appropriate measures to correct or remedy the situation; and iii) that the SCSK Group will strive to improve and enhance our efforts to respect human rights by utilizing independent external human rights expertise, as well as by engaging in dialogue and discussion with our relevant stakeholders.

Furthermore, SCSK has adhered to the UN Global Compact since 2007. We support the Compact’s Ten Principles relating to human rights, labor, the environment, and prevention of corruption. In addition to respect for human rights, we are committed to carrying out corporate activities to guarantee fundamental labor rights.

Human Rights Due Diligence

The SCSK Group has been performing human rights due diligence since FY 2022, based on the “SCSK Group Human Rights Policy.” The SCSK Group carries out its human due diligence process in line with international guidelines such as the UN Guiding Principles on Business and Human Rights, the UN Guiding Principles Reporting Framework, and the OECD Due Diligence Guidance for Responsible Business Conduct.

As a first step, we are working to identify human rights issues that should be addressed as a priority by conducting desktop surveys, interviews with external experts, and internal interviews to assess the impact and risks to human rights across the Group.

Going forward, we will strengthen risk assessments, formulate action plans for risk prevention and mitigation, and prepare to implement monitoring.

Supply Chain Sustainability Policy

To fulfill our social responsibility together with our outsourcing partners and other business partners, the SCSK Group set out the “Supply Chain Sustainability Policy,” in which we stated guidelines related to human rights such as “Respect human rights and not to be complicit in human rights abuses” and “Prevent forced labor, excessive labor, child labor and the payment of unfairly low wages”; and we ask our suppliers for understanding and support of the Policy.

Group Governance

The SCSK Group strives to maintain and improve management soundness by ensuring management transparency, strengthening appropriate governance and monitoring systems, and continuous risk management.

In order to appropriately manage risks that could have a serious adverse effect on the SCSK Group’s business, SCSK has established the Risk Management Regulations, and based on these regulations, we conduct risk assessments (identification, analysis, and evaluation of risks) on a regular basis every year, including at domestic and overseas Group companies. As a result of the assessments, risks determined to require more focused countermeasures are defined as important risk management items and are addressed from a company-wide perspective.

Education and Training

The SCSK Group provides appropriate education, training, and seminars to ensure that all officers and employees increase their understanding and awareness of modern slavery as well as respect for human rights. We will continue to provide education and training as appropriate and promote their participation.

The SCSK Group believes that the eradication of all instances of modern slavery is important and will continue to undertake efforts aimed at ensuring that no modern slavery of any form exists in our business and supply chains.

February 1, 2023

Koji Tamefusa
Director
SCSK Corporation