



June 1, 2020

To Everyone in EBARA Group

Prevention of Harassment

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Harassment is a violation of human rights, as it injures the dignity of employees and creates hostile work environments. The act of harassment is never acceptable; not within the company between employees, nor to other stakeholders such as to business partners, job seekers to our company, or others.

The EBARA Group is committed to creating a safe and stimulating work environment in which all stakeholders act with respect for one another.

The EBARA Group has established consultation services to resolve issues of harassment and other problems. We will not treat the consulter or anyone who has cooperated in confirming the facts in a disadvantageous manner, and commit to protecting the privacy of those involved.

We will also continue to provide training and educational opportunities for employees. Let's learn about harassment and strive to create a corporate culture that does not cause or allow harassment.

To all employees of the EBARA Group, let's work together as one and promise to never commit, allow, excuse, or cover-up harassment. Let's aim to be a company in which each and every employee can work with pride.

Thank you for your cooperation.