



Okabe Group Human Resources Policy

Based on the management philosophy of "contributing to society through the provision of safety and security," the Okabe Group considers that "human resources" are its greatest asset in accelerating its growth strategy and achieving sustainable corporate value enhancement. We will continue to produce creative and autonomous human resources and contribute to society by providing value to society.

1. Promotion of diversity
We will respect basic human rights and will not discriminate on the basis of race, creed, gender, social status, nationality, disability, employment status, age, religion, etc. The Okabe Group will aim to contribute to society through its business activities, while respecting each other and recognizing diverse ways of thinking.
2. Ability and career development
We will provide opportunities for skills and career development that harnesses the strengths and characteristics of each individual, and will fairly evaluate the abilities and achievements of our workers and treat them appropriately.
3. Self-realization
We will create a culture in which each individual can think independently, exercise his or her abilities and creativity and achieve self-realization.
4. Health and productivity management
We will promote the management of personal health so that all employees of the Okabe Group are healthy and full of vitality and can work cheerfully, positively and vigorously. We will create a safe, comfortable and pleasant work environment for everyone by promoting work-life balance according to each individual's situation.
5. Compliance with laws and regulations
In our relationships with all stakeholders through our business activities, we will strive to comply with laws, regulations and rules and to act fairly in light of socially accepted norms.