

SKY Perfect JSAT Group Human Rights Policy

The SKY Perfect JSAT Group has always been committed to respecting human rights through our business activities. As a member of society, we have reaffirmed the importance of respecting human rights and are committed to respecting the fundamental human rights of not only Group companies but all stakeholders. In order to fulfill these responsibilities, we have established the Sky Perfect JSAT Group Human Rights Policy (hereinafter, "the Policy").

We formulated the Policy based on our Group Mission and Sustainability Policy of "Space for your Smile." The Policy details human rights initiatives which aim to bring happiness to people. The Policy applies to all officers and employees of the Sky Perfect JSAT Group. The Group will also strive to fulfill our responsibility to respect the fundamental human rights of all stakeholders, including officers and employees. We expect all parties, including business partners, to comply with the Policy.

1. Scope

All officers and employees of the SKY Perfect JSAT Group

2. Commitment to Human Rights

The SKY Perfect JSAT Group respects human rights in our corporate activities.

2-1. Respect for Individual Workers

The SKY Perfect JSAT Group shall engage in no discrimination based on nationality, ethnic origin, race, gender, age, religion, beliefs, social standing, gender identity, sexual orientation, pregnancy, disability, etc. The Group shall provide all people with equal opportunities.

2-2. Respect for Workers' Rights

The SKY Perfect JSAT Group shall not approve of forced labor, overwork, low wage labor (labor below minimum wage), child labor, or harassment, bullying or unfair treatment of employees. We comply with local laws and ordinances in the regions where our employees work, and strive to create an appropriate working environment, ensure fair working conditions, guarantee minimum wages, and respect rights such as freedom of association and the right to collective bargaining.

3. Compliance with Norms, Laws, and Ordinances Related to Respect for Human Rights

The Group supports and respects international norms regarding human rights such as the International Bill of Human Rights, which stipulates the fundamental human rights that all people in the world should enjoy, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, which stipulates fundamental rights at work. We also support the United Nations Guiding Principles on Business and Human Rights, and conduct our business activities based on the Principles.

If there is a discrepancy between laws, ordinances, and international norms, the Group aims to respect and prioritize international norms as much as possible.

Formulated on October 4, 2023
SKY Perfect JSAT Holdings Inc.
Eiichi Yonekura, Representative Director, President