

Whistleblowing Policy

We “Tokuriki Honten Co.,Ltd.” have established a whistle-blowing contact point for the early detection and correction of compliance-problematic acts, such as violations of laws and regulations, fraudulent acts, violations of internal rules, and harassment.

In addition, we have established a system in which all board members and employees can directly report and consult on issues related to compliance.

1. Scope of Policy

This policy applies to all board members and employees of our company (regular employees, temporary employees, contract employees, part-timers, loaned employees, other form of employees) and retirees including board members, employees and retirees of business partners.

2. Protection of whistleblowers

For protecting whistleblowers, we accept whistleblowing and consultations regardless of whether they are anonymous or named, and conduct investigations so that whistleblowers can't be identified under strict information management such as handling information only by a limited number of person.

We will ensure whistleblowers will not be investigated or be treated unfavorably in terms of personnel or any other reason for reporting.

3. Responsibility for Policy Implementation

Internal Audit office will handle all responses related to this whistleblowing policy.

When the Internal Audit office receives a report or consultation, it promptly investigates the facts accounting to the content of the report.

If compliance violations are confirmed, we will feed back to whistleblowers within the scope by implementing corrective measures and formulating measures to prevent recurrence.

Established on Dec.16 2022

Revised on Jul.1 2023

Tokuriki Honten Co.,Ltd.