

## **SCSK Group**

### **UK Slavery and Human Trafficking Statement for the Fiscal Year 2023**

The SCSK Group is committed to combatting modern slavery and human trafficking across the world together with our partner companies 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 FY2023 ended March 31, 2024. This statement was approved by the board of directors of SCSK on September 24, 2024.

#### **Organization**

The SCSK Group consists of SCSK and its consolidated subsidiaries and companies accounted for using the equity method, 26 of which are domestic and nine are overseas companies, and has more than 50 bases in Japan and overseas. With 16,296 officers and employees, the Group provides services such as 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/index.html](https://www.scsk.jp/corp_en/index.html)

\*The number of group companies, bases, and officers and employees are as existing on March 31, 2024.

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

As a corporate group that contributes to society through our business activities, the SCSK Group, based on [our corporate philosophy](#) of “Create Our Future of Dreams,” 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 and health and productivity 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 states that the Group respects human rights as expressed in the “International Bill of Human Rights” and the “ILO Declaration on Fundamental Principles and Rights at Work” adopted by the International Labour Organization and pursues business activities respecting human rights based on the

UN Guiding Principles on Business and Human Rights. In particular, the policy states, 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 business activities to guarantee fundamental labor rights.

### **Human Rights Due Diligence**

The SCSK Group has been performing human rights due diligence since FY2022, 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.

During FY2022, we retained external experts and identified human rights risks that should be addressed as a priority, based on sectoral, geographical, and enterprise-specific risks, in order to assess the impact and risks to human rights across the SCSK Group.

The identified human rights risks totaled seven items, including those involving mental health, harassment, human rights abuses relating to suppliers/contractors, and overseas business.

During FY2023, the SCSK Group, based on expert opinions, focused on prevention and mitigation measures for identified human rights risks, in addition to continuing and strengthening existing efforts. The SCSK Group will continue to carry out business activities that consider human rights by monitoring and engaging in improvement and correction efforts.

### **The SCSK Group Supply Chain Sustainability Promotion Guidelines**

During FY2023, the SCSK Group reviewed the "Supply Chain Sustainability Policy," which had been established to fulfill our social responsibility together with our suppliers, and newly established "The SCSK Group Supply Chain Sustainability Promotion Guidelines" (these "Guidelines"). These Guidelines provide a code of conduct concerning labor, health and safety, environment, ethics, quality and safety, information security, business continuity planning, and management systems based on "Responsible Business Alliance Code of Conduct" published by the Responsible Business Alliance (RBA) and "Responsible Business Conduct Guidelines" published by Japan Electronics and Information Technology Industries Association (JEITA). In promoting sustainable management, the SCSK Group respects these Guidelines when engaging in our business activities. The SCSK Group asks our suppliers for their understanding, support, and implementation of these Guidelines, and engages in joint efforts toward respect for human rights.

### **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.

The Sustainability Committee, which serves as an advisory body to the “Representative Director, President,” examines and verifies company-wide issues and implementation measures related to “respect for human rights” and other sustainability efforts. In addition, departments responsible for specific risks and the department responsible for risk management jointly analyze risks based on external reports and expert opinions. The responsible department reports analyzed risks to the Sustainability Committee, which then verifies and identifies the risks. The identified risks are reported by the responsible department to the department responsible for risk management and are managed appropriately, according to the risk management regulations.

#### **Establishment of Remedy Hotline**

The SCSK Group established a hotline and a whistleblower system (or “speak up” system) that enables employees of the SCSK Group and partner companies to report and consult on any sexual or power harassment that occurs, or any compliance issues that are noticed, in the workplace.

The privacy of the person filing the report is completely protected and guarantees are in place to ensure that persons who report a problem, as well as persons who cooperate in verifying the facts, are not subjected to unfair treatment. SCSK discloses a summary of the operating results of the remedy hotline within and outside the company, to the extent that this does not hinder either proper execution of operations or protection of the confidentiality of interested parties, trust, honor, privacy, and other rights of interested parties.

#### **Education and Training**

The SCSK Group provides training on human rights, including concepts of human rights and prevention of harassment, through means such as e-learning for employees, and training for new employees and executives. In addition, the Group provides an explanation on the “SCSK Group Human Rights Policy” as well as the “SCSK Group Supply Chain Sustainability Promotion Guidelines” to partner companies, and asks for their understanding of and cooperation in the efforts toward respect for human rights. We engage in regular dialogues with them, in efforts to establish a sustainable supply chain.

We strive to continue promoting education and enlightenment activities as appropriate.

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.

September 24, 2024

Takaaki Touma  
Representative Director, President  
SCSK Corporation