

Harassment Prevention Policy

Harassment in the workplace is an unjustified affront to personal dignity and will not be tolerated. This problem prevents employees from fully demonstrating their abilities, and for the company, it causes disruption of workplace order and reduced productivity, and affects its social reputation. We aim to build a “platform” where all individuals are respected, build relationships of trust, and work energetically.

1. The Envipro Group will comply with all applicable laws and regulations, as well as guidelines and policies of various ministries and agencies, regarding harassment.
2. Our group will respect human rights, individuality, and diversity, and aims to build a platform working energetically that embraces diverse values.
3. Our group will not tolerate harassment (abuse of power, sexual harassment, harassment related to pregnancy, childbirth, childcare leave, or nursing care leave, and other types of harassment), act of violence, discriminatory behavior, and act of unreasonably harming the dignity of an individual.
4. This policy applies not only to officers and employees, but also to all parties associated with our group. We aim to create a workplace where all parties involved can build good and trusting relationships.
5. Our group has established a consultation service (helpline), including harassment, and will promptly and appropriately handle specific cases in accordance with internal rules. We will not treat the person making the consultation as well as those who cooperate in confirming the facts to their detriment.
6. Harassment offenders will be dealt with strictly, including disciplinary action, in accordance with the Rules of the Awards and Disciplinary Committee.
7. Our group will strive to prevent harassment through education and training.