

April 8, 2025

Yuzawa AI Corporation

CEO: Tomoaki Yuzawa

"Yuzawa AI Human Rights Declaration"

1. Our company does not engage in forced labor of any kind for employees engaged in work.
2. Our company does not commit any physical abuse, verbal abuse, or harassment against employees.
3. Our company does not enter into contracts with employees that require security deposits, impose penalties for breach of contract, or stipulate predetermined compensation for damages.
4. Our company does not unjustly restrict employees' personal freedoms in their private lives.
5. Our company does not employ workers below the legal minimum working age. During recruitment, we verify that applicants meet the legal minimum age through identification documents.
6. Our company does not discriminate against female employees based on pregnancy or childbirth, including dismissal, reduction in wages, or demotion. We also do not impose restrictions on job types.
7. Our company provides work that considers the nature of employees' disabilities and ensures fair treatment in employment conditions and performance expectations.
8. Our company guarantees the right of employees to organize labor unions or select employee representatives. No employee will be dismissed or disadvantaged for participating in union activities.
9. Our company has established an internal suggestion box to allow employees to report human rights violations, grievances, or concerns.
10. Our company does not discriminate in hiring based on gender, unjustified age restrictions, religion, political views, or place of origin.
11. Our company does not retaliate or impose disciplinary actions without just cause for activities such as eating, drinking water, using the restroom, seeking medical treatment, or attending medical appointments.

12. Our company does not unjustly restrict the following actions by employees:
 - e.g., Moving to the break room, movement during breaks, restroom use, access to drinking water, treatment for necessary injuries.
13. Our company respects the privacy of employees and protects their personal information.
14. Our company establishes fair evaluation criteria to ensure all employees have equal opportunities for promotion, advancement, and salary increases, without gender or racial disparities.
15. Our company guarantees employees the freedom to resign and does not impose security deposits or financial penalties upon resignation.
16. Our company does not stipulate penalty clauses in contracts with foreign workers for breach of contract.
17. Our company ensures that no unjust discrimination occurs, regardless of whether the employee is a temporary worker, part-time worker, foreign worker, or home-based worker.
18. Our company does not place excessive restrictions on taking leave and makes efforts to accommodate employees' preferred dates.
19. Our company provides all legally mandated social insurance to employees.
20. Our company complies with laws regarding worker health and occupational safety, and provides a safe and hygienic workplace.
21. Our company does not exceed the legal limits for daily or monthly overtime hours.
22. Our company clearly communicates to employees all wage components, including base salary, overtime pay, bonuses, all deductions, and final payment amounts.