

Dentsu Group Human Rights Policy

The Dentsu Group recognizes that human rights are the foundation of our existence and as ethical and sustainable businesses; we take our responsibilities in relation to upholding and respecting human rights very seriously. To promote respect for human rights, we provide employees and management with a sound understanding of human rights, which they can apply to their work environment.

Our Respect for Human Rights

As a global company, the Dentsu Group upholds and respects international norms on human rights, including those outlined in the United Nations International Bill of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and UNICEF's Children's Rights and Business Principles. Respecting human rights is at the core of the Dentsu Group's Code of Conduct.

This policy applies to all executives and employees of the Dentsu Group. Moreover, the Dentsu Group requires its business partners, affiliates and anyone providing a service to the organization to comply with this policy

Basic labor policy and labor rights

We do not discriminate against any person on the basis of race, religion, nationality, ethnic or social origin, gender, gender identity or sexual orientation, physical or mental disability, age, or pregnancy. We do not tolerate harassment, or discriminatory or offensive behaviour in the work place of any kind. We also prohibit any form of forced or compulsory labor and child labor. We respect the rights of the employees to freely participate in association and to bargain collectively.

We comply with all applicable laws and regulations regarding wages and working-hours in each country and region in which we operate. In addition, we strive to ensure all employees' safety and security and establish a working environment where both physical and mental health is protected.

Our Commitment to Upholding and Protecting Human Rights

We are committed to upholding human rights based on the United Nations Guiding Principles on

Business and Human Rights.

We comply with all applicable laws and regulations in each country and region in which we operate in relation to human rights. Where internationally recognized standards of human rights and national or regional laws and regulations are in conflict, we seek ways to honor the principles of international norms on human rights whilst complying with local legislation.

If we identify any potential adverse human rights impacts relating to our business activities we take adequate measures to ensure their prevention. These impacts are tracked to ensure the Dentsu Group's actions to mitigate or remedy any adverse human rights impacts are effective. To account for how the Dentsu Group responds to potential and actual human rights impacts, the group also develops and implements processes to communicate its findings externally.

We have multiple channels available for employees or those working with or on behalf of the Dentsu Group to raise any labor rights or human rights concerns or impacts.

We provide training and communication to develop human rights awareness amongst our employees to ensure that this Policy is embedded throughout our business activities.

We are committed to engaging in dialogue and consultation with relevant stakeholders on measures for addressing potential and actual human rights impacts.

We disclose information on progress and outcome of human rights initiatives through our website and relevant reporting tools.