



Social Responsibility of the Simul Group

As a member of society, both in Japan and overseas, the Simul Group will formulate Group policies to ensure that we positively promote the Sustainable Development Goals (SDGs) and act responsibly in our management activities, taking full account of social justice and the environment.

- **Respect for human rights and elimination of prejudice**

We will respect fundamental human rights at all times and will not take any actions that discriminate in any way based on race, ethnicity, religion, creed, nationality, birthplace, gender, age, sexual orientation and gender identity, or disability.

- **Initiatives regarding environmental problems and resources**

We will strive to reduce carbon dioxide emissions and further the realization of a carbon neutral society as soon as possible. We will also take measures to prevent the waste of resources such as paper, water and electricity, reduce waste, and promote recycling.

- **Partnerships with interpreters, translators, and partner companies**

We will respect interpreters, translators, and partner companies as our partners and aim to develop together with them.

- **Elimination of forced labor, child labor, etc.**

In all of our corporate activities, we will prohibit the provision or use of any materials or services offered through human trafficking, forced labor, or child labor.

- **Ensuring fair and equitable transactions**

In all related transactions, we will prohibit the provision, receipt, promise, request or application for any money or goods or other improper benefits for the purpose of inappropriately influencing management or business execution.



- Elimination of anti-social forces

We will reject any relationships with organized crime groups, companies or persons related to organized crime groups, or any other anti-social forces.

- Comfortable work environment

We will eliminate excessive overtime work and exploitative labor, prevent all forms of harassment, and create a safe and comfortable work environment for all our employees.

- Workers' rights

We will comply with all labor laws and regulations and respect the rights of our employees.

- Work-life management (balance support)

To ensure that our employees can continue working while choosing from diverse workstyles, we will provide various support systems, such as child care leave, nursing care leave, shorter working hours, and telecommuting.

Simul International, Inc.

Simul Business Communications, Inc.