Oiles Group
Policy on Preventing Harassment towards Job Seekers, etc.

[Basic Policy]

The Oiles Group respects the character and dignity of each and every job seeker. We will strive to conduct fair and appropriate recruitment activities, as well as ensure an environment where job seekers can comfortably participate in recruitment selection and internships, etc.

Applicants in this policy include job seekers, job fair participants, internship participants, workplace tour participants, and persons participating in other recruitment activities of our company, etc.

[Definition of Harassment towards Job Seekers, etc.]

Harassment in this policy refers to sexual harassment conducted against job seekers, etc., and other inappropriate behavior that violates personality rights or dignity in situations related to recruitment activities, etc.

[Response of the Oiles Group]

When harassment against job seekers occurs, the Oiles Group will investigate the matter and take appropriate actions, while prioritizing the privacy protection and preventing disadvantageous treatment of the counselee.

If required, we will take the necessary measures, such as changing the person in charge, rescheduling of the opportunities, and recurrence prevention, etc.

When an act of harassment is confirmed, we will take strict measures including disciplinary action based on the company regulations, etc.

[Consultation System]

Job seekers, etc. are able to contact a consultation office dedicated for job seekers regarding cases that constitute or may constitute harassment.

[Notification and Awareness]

The Oiles Group will share this policy within the group, as well as promote the understanding of the prevention and appropriate handling of harassment against job seekers, etc. with the Directors and employees who are engaged in recruitment activities.

Established: October 1, 2026

President
Yoshikazu Sakairi