

Zero Tolerance for Harassment Declaration

MISUMI Group Inc.
Representative Director and President, Arata Shimizu

The MISUMI Group respects all stakeholders, including customers, suppliers, local communities, and employees. We are committed to creating an environment where everyone feels safe and can fully apply their capabilities, and to remaining a company trusted by all stakeholders.

To achieve this, we do not tolerate any form of harassment directed toward employees, job applicants, customers, business partners, or anyone else involved in our business activities.

We are committed to preventing all forms of harassment, including power harassment; sexual harassment; harassment related to pregnancy, childbirth, childcare, or family care; recruitment-related harassment and customer harassment.

We will maintain channels for consultation and reporting related to harassment and foster an environment where individuals can raise concerns without hesitation.

We prohibit any adverse treatment of individuals who seek consultation, report harassment, or cooperate with an investigation, and we protect the privacy of those individuals and all parties concerned.

When harassment is confirmed, we will establish the facts and respond fairly and appropriately in accordance with the Work Rules and other internal policies.

For consultations regarding harassment, please contact:

Email: roumu@misumi.co.jp

October 1, 2026