

International HR Partners, a social insurance and labor consultant corporation (hereinafter referred to as the "Company") that provides human resources and labor services such as social insurance/ labor insurance procedures, payroll calculation services, and labor consultation, etc. We are deeply aware that personal information is important information to customers and employees, and then believe that it is our responsibility to properly handle and protect all personal information. Therefore, we hereby declare that we will establish, implement, and maintain a personal information protection policy that includes the following attribute.

International HR Partners
Representative Mayumi Fujii

"Privacy Policy"

1. The Company complies with all laws and regulations regarding the handling of customer and employee personal information, guidelines established by the government, and other norms regarding the handling of personal information as handled by our services, etc. Furthermore, we have established a personal information protection management system that complies with the Social Insurance and Labor Consultant Personal Information Protection Office Certification System (SRP Certification System) to protect personal information.
2. When acquiring and using personal information, the Company will specify the purpose of use, and will not handle personal information for other uses beyond the scope necessary to achieve the specified purpose of use. In addition, we will take appropriate management measures to prevent personal information from being used for other purposes.
3. The Company will not provide acquired personal information to third parties unless we have the consent of the individual or as required by law.
4. When the Company receives a complaint or consultation regarding the handling of personal information, we will promptly investigate the situation, etc., and respond in good faith within a reasonable period of time.
5. In order to appropriately manage acquired personal information, the Company implements organizational, human, physical, and technical safety measures and works to prevent and correct the leakage, loss of, or damage to, personal information.
6. In light of changes in social conditions and the environment, the Company will continually review our personal information protection management system, and improve our efforts toward personal information protection.

Established: March 1, 2016

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[Contact information regarding personal information protection policy]

International HR Partners

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