

Enacted on February 25, 2022

Active Six O Co., Ltd.

Employee representative election internal rules

Article 1 (Purpose)

Based on the Labor Standards Act and other laws and regulations of Active Six O Co., Ltd. (hereinafter referred to as "company")

In selecting "a person who represents the majority of workers" (hereinafter referred to as "employee representative"), the following method is used.

Do more.

Article 2 (Election method)

As a general rule, the election of employee representatives will be decided by elections for candidates, and the term of office will expire.

Candidates shall be recruited between May 10th and May 20th.

2. If there is no candidacy specified in the preceding paragraph, from May 25 to June 10 of the deadline year, from another person

The recommender and the employee representative candidate recommended by the company are selected by voting confidence.

3. Candidates for employee representation must be non-supervisors.

Article 3 (Term of office / successor)

The term of office of the employee representative shall be two years from July 1st to June 30th of the following year.

2. If the person no longer falls under the category of employee representative due to a request for retirement, etc. during the term of office, the employee representative

When the need for election arises, the election shall be made in accordance with the preceding article, and the term of office shall be the remaining term of the predecessor.

Article 4 (Role of employee representative)

The role of the employee representative shall be as set forth in each of the following items.

(1) Conclusion of agreement on overtime and holiday work (Labor Standards Law, Article 36)

(2) Conclusion of an agreement on a one-year variable working hour system (Labor Standards Law, Article 32-4)

(3) Hearing opinions and attaching written opinions when creating or changing work rules

(Article 90 of the Labor Standards Act)

(4) Conclusion of wage deduction agreement (Labor Standards Law Article 24 proviso)

(5) Conclusion of an agreement on the planned provision of annual paid leave (Article 39 of the Labor Standards Act)

(6) Conclusion of an agreement on the implementation of annual paid leave on a half-day basis (Labor Standards Law, Article 39)

(7) Conclusion of an agreement on childcare / nursing care leave (Article 6 of the Childcare / Nursing Care Leave Law)

(8) Conclusion of consent form for application for continuous employment benefit payment (Article 101-8 of the Employment Insurance Law Enforcement Regulations)

(9) Conclusion of labor-management agreement based on the provisions of Article 30-4, Paragraph 1 of the Worker Dispatching Act, etc.

(10) Appointment as "a person representing the majority of workers" based on the Labor Standards Act and other laws and regulations.

2. The employee representative will hear the opinions of the employees when requested by the company, and will promptly and sincerely.

We must respond with will.

Article 5 (well known)

If an employee representative is elected or if an agreement is signed with the representative, the company will post the details.

It shall be made known by means of indication, circulation, etc.

At the will of the majority of all workers, there is an offer to elect an employee representative by a method that does not comply with Article 2.

When the company is made with documents proving the facts of the above, the person selected by that method shall be the employee representative.

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