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Notice of the Establishment of the RIKEN TECHNOS GROUP Human Rights Policy

Our company is pleased to announce that the “RIKEN TECHNOS GROUP Human Rights Policy” was formulated in the Board of Directors meeting held today.

Our Group believes that it is essential to respect the human rights of all people who are affected by our business activities in order to realize a sustainable society through the implementation of the management philosophy “RIKEN TECHNOS WAY” and the “RIKEN TECHNOS GROUP Code of Conduct”. Based on this belief, we have set “Respect for human rights” as one of the materialities that are important management issues, and are working on it.

In order to establish clear and comprehensive guidelines for our efforts to respect human rights, our Group has formulated the RIKEN TECHNOS GROUP Human Rights Policy based on international norms on human rights, including the “International Bill of Human Rights” and the “Guiding Principles on Business and Human Rights” of the United Nations, and the “ILO Declaration on Fundamental Principles and Rights at Work” of the International Labour Organization.

Based on this Policy, we will further strengthen our efforts to respect human rights and strive to contribute to the realization of a sustainable society and enhance our corporate value.

For more information on this Policy, please refer to our company website (<https://www.rikentechnos.co.jp/e/company/humanrights/>) or the attached document.

RIKEN TECHNOS GROUP Human Rights Policy

RIKEN TECHNOS CORPORATION and its subsidiaries (hereinafter referred to as “each Group Company”) shall establish this Policy as a guideline for efforts to respect human rights in order to realize a sustainable society through the implementation of the management philosophy “RIKEN TECHNOS WAY” and the “RIKEN TECHNOS GROUP Code of Conduct”.

1. Basic Concept

Each Group Company supports international norms on human rights, including the “International Bill of Human Rights” and the “Guiding Principles on Business and Human Rights” of the United Nations and the “ILO Declaration on Fundamental Principles and Rights at Work” of the International Labour Organization, and respects the human rights of all people affected by our business activities. In addition, each Group Company will comply with applicable laws and regulations in the countries and regions in which we conduct business, and will seek ways to respect internationally recognized human rights to the greatest extent possible when said rights are not adequately protected under the laws and regulations of each country and region.

2. Scope of Application

This Policy applies to all officers and employees of each Group Company. Moreover, each Group Company expects our customers, suppliers and business partners to understand this Policy and encourages them to respect human rights.

3. Responsibility to Respect Human Rights

Each Group Company recognizes that our business activities may directly or indirectly have a negative impact on the human rights of stakeholders. We respect the human rights of our stakeholders and will fulfill our responsibility to respect human rights by taking appropriate action to correct any negative impact on said rights arising from our business activities.

The human rights that each Group Company respects in our business activities include the following.

[Human rights particularly related to our business activities]

(1) Prohibition of discrimination

We will not tolerate any discrimination based on race, color, nationality, sex, sexual orientation and gender identity, language, religion, creed, origin, age or disability.

(2) Prohibition of harassment

We will not tolerate harassment or other behavior that damages the dignity of individuals.

(3) Prohibition of forced labor and child labor

We will not permit any forced labor or child labor.

(4) Respect for basic labor rights

We respect workers’ basic labor rights, including the right to organize and bargain collectively, and strive to secure adequate wages and manage working hours appropriately.

(5) Promotion of occupational health and safety

We will strive to maintain and improve a safe and comfortable working environment based on the principle of “safety first”.

(6) Protection of privacy

We protect personal privacy. We will properly handle the personal information we hold in accordance with relevant laws and regulations to prevent invasion of privacy.

(7) Product quality and safety

To ensure the safety of our products and continuously improve their quality, we will ensure thorough quality control and continue to take necessary measures.

(8) Coexistence with local communities

We recognize that our business activities may affect human rights in our communities, including safety and health, and will fulfill our responsibility to human rights in the communities in which we operate.

4. Human Rights Due Diligence

Based on the concept of human rights due diligence in the United Nations Guiding Principles on Business and Human Rights, each Group Company will continuously work on identifying any negative impacts on human rights that may result from our business activities, implementing prevention and mitigation measures, monitoring implementation results, and disclosing information.

5. Correction and Remediation

If any Group Company finds that our business activities have caused or facilitated negative impacts on human rights, we will work to correct and remedy them through appropriate procedures. In addition, if it becomes clear that a business associate, etc., has caused or facilitated a negative impact on human rights, we will make efforts to mitigate said negative impacts.

6. Dialogue and Consultation

In the course of implementing this Policy, each Group Company will utilize external expertise in human rights and will continuously engage in dialogue and consultation with relevant stakeholders.

7. Education

Each Group Company will continuously provide appropriate education to our officers and employees to ensure that this Policy is incorporated into all business activities and is implemented effectively.

8. Information Disclosure

Each Group Company will appropriately disclose information on our efforts to respect human rights based on this Policy.

This Policy has been approved by the Board of Directors of RIKEN TECHNOS CORPORATION.