

# **Hagihara Industries Group Human Rights Policy**

Hagihara Industries clearly identifies in its “Corporate Philosophy” the values that all executives and employees of the Hagihara Industries Group are required to always comply with. To achieve our “Corporate Philosophy,” we must act responsibly to meet society’s expectations. To that end, we hereby establish the “Hagihara Industries Group Human Rights Policy” as explained below.

This new policy applies to all executives and employees of the Hagihara Industries Group. We also expect all of our business partners, including our suppliers, to understand and support this policy so that we can fulfill our commitment to uphold human rights in our business activities.

## **1. Respect for internationally-recognized human rights**

We understand that our business activities, from research, development and procurement to the supply of products and services, may have the potential to affect or actually have an impact on human rights.

We respect the International Bill of Human Rights and the “ILO Declaration on Fundamental Principles and Rights at Work” of the International Labour Organization (ILO). We also support the “UN Guiding Principles on Business and Human Rights.”

We understand and comply with the laws and regulations related to our business activities in all countries and regions where we do business. If internationally-recognized human rights are not adequately protected by or enforced under the laws and regulations of any of those countries or regions, we will seek ways to promote respect for internationally-recognized human rights to the maximum extent possible.

## **2. Human rights due diligence**

We will establish a human rights due diligence mechanism to identify negative impacts and risks to human rights where we operate, and work to prevent and mitigate them.

## **3. Remediation**

If we find ourselves causing or contributing to a negative impact on human rights, we will work on remediating the situation through dialogue with the parties involved and adopting appropriate measures.

## **4. Education and training**

We will provide appropriate education and training to Hagihara Industries Group executives and employees to ensure that this policy is instilled in them and effectively implemented in all business activities.

## **5. Information disclosure**

We will disclose the progress and results of our efforts towards respecting human rights on our website and other appropriate avenue.

Resolution for enactment at the Hagihara Industries Inc.  
Board of Directors meeting held on November 13, 2023.