

Human Rights Policy of the C.I. Takiron Group

We at the C.I. Takiron Group have formulated a Human Rights Policy as below to respect the human rights of all people affected by our business activities and to realize our corporate mission of “Creating a people- and earth-friendly future.”

1. Basic policy on human rights

In all our business endeavors, we will not only strictly refrain from directly participating in any acts of human rights violation but also strive to avoid any indirect involvement in such acts through affiliated parties outside the Group. In so doing, we will contribute to the development of a sustainable society.

2. Scope of application

The Policy applies to all officers and employees of the C.I. Takiron Group. We will also encourage all our business partners, including suppliers and customers, and all other affiliated parties to protect and avoid infringing human rights, and cooperate with them to promote respect for human rights.

3. Upholding international norms and legal compliance

We will uphold international norms, including the United Nations’ International Bill of Human Rights (the Universal Declaration of Human Rights and the International Covenants on Human Rights), which sets out basic human rights for all people, and the International Labour Organization (ILO)’s Declaration on Fundamental Principles and Rights at Work, which outlines basic labor rights. Further, we will comply with the laws and regulations of the countries and regions in which we conduct business activities.

4. Policy promotion structure

We will build a structure to promote the Policy, and the Chief Operating Officer of the Corporate Planning Division will be responsible for implementing the Policy.

5. Human rights due diligence

Based on the United Nations’ Guiding Principles on Business and Human Rights, we have established a human rights due diligence process, under which we will strive to identify and assess any potential or actual adverse human rights impacts and work to prevent and mitigate them.

6. Remedy and reparation

If we discover that we have been directly or indirectly complicit in causing adverse impact to human rights, we will consult with affiliated parties and remedy the impact through appropriate measures.

7. Education and training

To ensure that the Policy is integrated into all our business activities and is effectively implemented, we will provide appropriate training to all officers and employees of the C.I. Takiron Group.

8. Information disclosure and dialogue

We will disclose the progress and results of measures implemented to promote and protect human rights on our website and in integrated reports among others, and engage in dialogue with stakeholders about the content of the disclosure.

Established January 1, 2023

Toshio Tamaki

Managing Executive Officer

Chief Operating Officer of the Corporate Planning Div.