

Kobe Bussan Human Rights Policy

The Kobe Bussan Group (the "Group") has hereby established the Kobe Bussan Human Rights Policy (the "Policy") to promote its commitment to respecting human rights of all our stakeholders based on our corporate philosophy.

1. Nature of the Policy

The Policy sets out the Group's most fundamental policy regarding respect for human rights. We will put this policy into practice by making specific efforts to respect human rights in our business activities through our individual documents about approaches to respecting human rights (such as the Kobe Bussan Group Supply Chain Code of Conduct and other policies and guidelines).

2. Scope of application and statement of expectations for respecting human rights

The policy applies to all directors and employees of the Group, and we also expect all our business partners, including suppliers, to understand and support the Policy.

3. Declaration of a commitment to respecting internationally recognized human rights

The Group respects human rights recognized internationally in documents including the Universal Declaration of Human Rights.

4. Responsibility to respect human rights and legal compliance

We at the Group comply with laws and regulations of each country or region where we operate. However, when faced with any discrepancy between these laws or regulations and international human rights standards, we will seek ways to respect internationally recognized human rights.

5. Priority issues

Prohibition of child labor

We do not employ children under the minimum age for employment, complying with the laws and regulations of countries and regions where we operate.

Terms of employment for those under the age of 18

When employing young people under the age of 18, we do not engage them in work that may harm their health, safety or morals, complying with the laws and regulations of countries or regions where we operate.

Prohibition of forced labor

We do not engage in involuntary labor, such as forced labor and labor through human trafficking by means of threats, physical/sexual violence, seizure of identification documents, restrictions on movement, non-payment of wages, debt bondage, etc.

Prohibition of oppression and harassment

We do not engage in any acts that aim to cause or may cause physical, psychological, sexual or economic damage, including sexual harassment or workplace bullying, as well as cruelty, threat, intimidation, retaliation and oppressive acts, including bullying, corporal punishment and torture.

Elimination of discrimination

We do not discriminate in employment on the basis of race, gender, color, nationality, age, ethnicity, religion, work experience, sexual orientation, disability, thought, belief, social origin and any other factors.

Excessive and unreasonable working hours

We guarantee breaks, leaves, and holidays, and do not force employees to work excessive or unreasonably long hours or long hours that are harmful to health, complying with applicable laws and regulations regarding working hours and overtime in countries or regions where we operate.

Wage payment

In agreement with the terms of an employment contract, we pay wages, overtime pay and statutory benefits not less than the minimum wage in accordance with the terms of the contract, complying with applicable laws and regulations in countries or regions where we operate.

Occupational health and safety

We are committed to provide our workers with a safe and healthy working environment and maintain their health.

Recognition of freedom of association and collective bargaining

With respect to freedom of association, we recognize the right of employees to organize and bargain collectively, and we do not discriminate, harass, annoy, or otherwise retaliate against members, representatives, or others of the union, complying with applicable laws and regulations in countries or regions where we operate.

6. Our approaches to implementing efforts to respect human rights

The Group promotes respect for human rights through dialogue and collaboration with our stakeholders, aiming to prevent and mitigate any adverse impacts on human rights by conducting human rights due diligence in accordance with the United Nations Guiding Principles on Business and Human Rights. If any event is found to have caused or encouraged an adverse impact on human rights, we will fulfill our responsibility for respecting human rights by taking suitable measures to redress or remedy the problem.

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Hirokazu Numata, President and Representative Director
Kobe Bussan Co., Ltd.