

Inabata Group Human Rights Policy

The Inabata Group's management philosophy reflects our founding spirit of love (ai) and respect (kei) for all people, and the Inabata Group Human Rights Policy was formulated based on our Sustainability Basic Policy and Sustainability Code of Conduct. We fulfill our responsibility to promote human rights in our business activities by respecting the human rights of stakeholders affected by our activities and by addressing the negative impacts on human rights caused by our business activities.

1. Policy scope

The Human Rights Policy applies to all Inabata Group officers and employees, including contractors and temporary employees. We also encourage our business partners and all stakeholders to respect human rights and expect them to act in accordance with the policy.

2. Accepting and respecting international norms and legal compliance

Inabata has declared its support of the Ten Principles of the United Nations Global Compact, which includes human rights. We accept and respect international norms on human rights, including the International Bill of Human Rights, International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Convention on the Rights of the Child. We also implement measures aligned to the United Nations Guiding Principles on Business and Human Rights. We also comply with the laws and regulations of the countries and regions where we conduct our business activities. If a national law conflicts with international principles on human rights, we will seek ways to honor the principles of internationally recognized human rights.

3. Policy application

All departments work together to build a system for following the policy, with the board of directors and Human Rights Affairs Committee responsible for overseeing implementation of the policy.

4. Significant human rights issues

As a company conducting sustainable business activities in a diverse society, we recognize the following human rights issues as significant to our business.

- Prohibition of human trafficking, forced labor, and child labor
- Ensuring mental and physical health and safety
- Prohibition of prejudice and discrimination based on race, skin color, nationality, language, religion, thought, age, sex, sexual orientation, gender identity, with or without disabilities, wealth, form of employment, etc.
- Prohibition of all types of harassment, bullying, and unfair treatment
- Freedom of association of workers and respect for collective bargaining rights
- Ensuring minimum wages and managing appropriate working hours
- Protection of personal information and privacy

5. Human rights due diligence

Inabata will build a system for human rights due diligence based on the United Nations Guiding Principles on Business and Human Rights. We seek to identify and prevent or mitigate the negative impacts on human rights caused by our business activities. Inabata will engage in dialogues and consultations with our stakeholders to address adverse human rights impacts.

6. Remedy and corrective action

We maintain an appropriate and effective grievance mechanism for stakeholders inside and outside the company to report concerns related to our business activities. In the event that our activities have been found to have caused or contributed to the negative impacts on human rights, we will provide remedy and take corrective action through appropriate procedures.

7. Education and awareness

To ensure that the policy is fully understood and effectively implemented, we take steps to educate and raise the awareness of all Inabata Group officers and employees about human rights issues.

8. Information disclosure

Inabata reports on its activities related to respect for human rights through the corporate website, integrated reports, and other means of communication.

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