Inabata Group Human Rights Policy

The Inabata Group has a corporate mission of respecting people and contributing to the development of society in the spirit of love (*ai*) and respect (*kei*). The values we hold most dear are the spirit of love (*ai*) and respect (*kei*), which have been passed down as the IK values since the group's founding. We realize that people are our true business partners, and we have cherished the attitude of respecting people for over 130 years. As we expand our business globally, there are an increasing number of situations in which diverse cultures and values intersect. This makes our attitude of respecting people even more important. We recognize that protecting the dignity and rights of all people is an important responsibility of a corporation.

The Inabata Group is working to promote human rights initiatives throughout our entire group. As a guideline for fulfilling this responsibility, we hereby establish the Inabata Group Human Rights Policy (hereinafter, "the Policy") based on the United Nations Guiding Principles on Business and Human Rights and the Inabata Group Sustainability Basic Policy and Code of Conduct. We have positioned the Policy as the highest level policy of all documents and rules related to human rights efforts in our business activities.

The Inabata Group recognizes that all activities in value chains in all business segments can directly or indirectly impact human rights. We will continue to promote efforts to respect human rights in our business processes. It is difficult to ascertain all of the ways in which the products and services we provide are used. However, as society continues to change, we will work toward fostering more responsible and beneficial applications.

Respect for human rights is a fundamental premise for expanding our business domain worldwide and developing together with global society. The Inabata Group fulfills our responsibilities as a member of the international community.

1. Scope of Application

All officers and employees of the Inabata Group (including employees working on a fixed-term contract and temporary employees) are directly protected and are expected to act in accordance with the Policy. We also expect our business partners and other related parties to support the Policy and encourage them to respect human rights.

2. Support for and Respect of International Norms / Compliance with Laws and Regulations

We have declared our support for the Ten Principles of the UN Global Compact in four areas: human rights, labor, environment, and anti-corruption. We support and respect international norms regarding human rights, such as the International Bill of Human Rights*[1], the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work*[2], the Convention on the Rights of the Child. Furthermore, we promote initiatives for respecting human rights based on the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. We also comply with the laws and regulations of the relevant countries and regions in our business activities. Where internationally recognized human rights and national law are in conflict, we will seek ways to respect internationally recognized human rights principles to the greatest extent possible.

*1 The International Bill of Human Rights is a collective term for three documents: the Universal Declaration of Human Rights and its codified covenants; namely, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights. The International Bill of Human Rights is currently considered the basic framework for the protection of human rights as recognized internationally.

*2 The ILO Declaration on Fundamental Principles and Rights at Work sets out five areas as minimum standards to be observed in the workplace (core labor standards): freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labor, the effective abolition of child labor, the elimination of discrimination in respect of employment and occupation, and a safe and healthy working environment.

3. Governance

The Board of Directors oversees compliance with and implementation of the Human Rights Policy. Important decisions regarding human rights are made based on reports from the Sustainability Committee and the Human Rights Affairs Committee. The Sustainability Committee, chaired by the President, formulates human rights policies, strategies and plans, and monitors the progress of plans and goals. The Human Rights Affairs Committee, chaired by the officer in charge of the Human Resources Office, provides education to deepen knowledge and understanding of human rights among employees.

In addition, the Sustainability Promotion Department and the Human Resources Office take the lead in promoting human rights practices while cooperating with related divisions and group companies both in Japan and overseas.

4. Human Rights Due Diligence

Based on the United Nations Guiding Principles on Business and Human Rights, the Inabata Group will establish a system of human rights due diligence, including in our supply chain, and will continually work to identify, evaluate, and prevent or mitigate any negative effects on human rights that may result from our business activities. We also evaluate the effectiveness of these efforts and use the evaluation results to continually improve our efforts for respecting human rights.

5. Remedies and Corrections

The Inabata Group will establish appropriate and effective grievance mechanisms for use by internal and external stakeholders to raise concerns about our business activities. If it becomes clear that we have caused or contributed to an adverse impact on human rights, we will undertake remedies and corrections through appropriate procedures. Furthermore, for cases in which we are directly linked to adverse impact on human rights, we will endeavor to prevent or mitigate the impact by, for example, working together with other companies that caused or contributed to the impact.

6. Education and Awareness-Raising Activities

The Inabata Group provides appropriate education to all officers and employees of our group and works to raise awareness of human rights so that the Policy is understood and effectively implemented. We also share the Policy with our business partners and relevant stakeholders to promote the understanding and consideration of the policy.

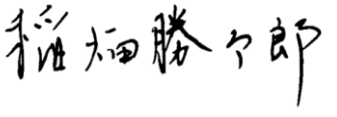
7. Information Disclosure

The Inabata Group reports on our initiatives to respect human rights through communication channels such as our website and integrated report.

8. Dialogue with Stakeholders

The Inabata Group seeks to build trust by engaging in sincere dialogue and discussion with relevant stakeholders and external experts in all processes related to respecting human rights, including human rights due diligence.

Established in March 2022
Revised in December 2024



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