

## **Our Basic Stance on Respect for Human Rights**

The Kamigumi Group recognizes that respect for human rights is a social responsibility that a company must fulfill, and has thus formulated the Kamigumi Group Human Rights Policy (“Policy” hereinafter) in order to clearly demonstrate its commitment to fulfilling this responsibility. Based on this Policy, the Group will fulfill its corporate social responsibilities and contribute to the realization of an affluent society by respecting the human rights of all stakeholders the Group will be involved with through its business activities.

### **Kamigumi Group Human Rights Policy**

#### **1. Positioning of the Policy**

The Policy has been formulated after gaining approval by the Board of Directors as a commitment to the Group’s initiatives to respect for human rights. The Policy is positioned as the highest level of policies and rules for the Group’s efforts to respect human rights.

#### **2. Scope**

The Policy applies to all executives and employees of the Group. We also ask that our business partners understand the Policy and join us in respecting human rights.

#### **3. Respect for Human Rights**

In addition to compliance with laws, regulations, and other rules on human rights that apply in the countries and regions in which the Group operates, the Group will support and respect international norms, including the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights), which set forth the fundamental human rights of all people, and the ILO Declaration on Fundamental Principles and Rights at Work, which was adopted by the International Labour Organization (ILO) and establishes fundamental rights in the sphere of labor. The Group will also respect human rights in its business activities as set forth in the United Nations Guiding Principles on Business and Human Rights.

The Group will fulfill its responsibility to respect the human rights of all stakeholders involved in its business activities.

- (1) We will not tolerate unfair discrimination based on ethnicity, nationality, gender, age, religion, physical condition, social status, sexual orientation, or other characteristics.

- (2) We will not tolerate forced labor, child labor, or any other unethical labor practices.
- (3) We will not tolerate any acts of harassment, including abuse of power and sexual harassment.
- (4) We will manage working hours appropriately.
- (5) We will provide safe and sanitary working environments.

#### **4. Compliance with Laws, Regulations, and Norms Concerning Respect for Human Rights**

The Group will comply with all laws, regulations, and norms concerning human rights that apply in the countries and regions in which it operates. In the event of any difference between internationally recognized human rights principles and the laws, regulations, and norms on human rights that apply in the countries and regions in which it operates, the Group will defer to the international human rights principles described under “3. Respect for Human Rights.”

#### **5. Human Rights Due Diligence**

To fulfill its responsibility to respect human rights, the Group will undertake human rights due diligence in its business activities. The Group will strive to identify negative effects on human rights and to appropriately prevent and mitigate such effects by developing structures for and continually implementing human rights due diligence.

#### **6. Corrective Measures and Remediation**

Should it become clear that the Group’s business activities have caused or fostered negative effects on human rights, whether directly or indirectly, the Group will work to correct and remedy such effects by appropriate means, including consultations with the corporate ethics helpline or contact points.

#### **7. Dialogue and Discussions with Stakeholders**

The Group will strive to responsibly respond to any negative effects on human rights associated with its business activities through dialogue and discussions with stakeholders and experts.

#### **8. Education and Training**

The Group will implement the education and training needed to ensure that the Policy is understood and firmly established in its business activities.

#### **9. Information Disclosure**

The Group will disclose information on its initiatives to respect human rights in a timely and appropriate manner through its website, reports, and other means.

October 10, 2023

**Yoshihiro Fukai**

President & Representative Director

Kamigumi Co., Ltd.