

Hokkan Holdings Human Rights Policy

Hokkan Holdings Group's Management Philosophy defines "Our Mission" as "Contribute to Society and Culture by Our Manufacturing Competency," and our "Sustainability Principles" state that we will positively promote the solution of various social issues, to which our business is related directly or indirectly, in order to realise sustainable growth in harmony with the environment and society.

In order to realise our corporate philosophy, we believe that the fundamental human rights of every person involved in our business activities must be respected. Accordingly, we established the Hokkan Holdings Human Rights Policy ("the Policy") in accordance with the United Nations Guiding Principles on Business and Human Rights.

Hokkan Holdings Group, based on the Policy, respects human rights in cooperation with our business partners and stakeholders throughout our operation.

1. Position of the Policy

The Policy is positioned at the top of all human rights-related policies issued by Hokkan Holdings Group.

2. Scope of Application

The Policy applies to all executives and workers of Hokkan Holdings Group, including part-time, fixed-term, and dispatched workers.

We expect all our business partners, including suppliers, logistics providers, and contractors, to comply with the Policy. In particular, we expect our first-tier suppliers, with whom we have direct commercial transactions, to ensure that our second and upper tier suppliers understand and adhere to the Policy.

3. Respecting Internationally Recognised Human Rights

We promote efforts to respect human rights in accordance with the United Nations Guiding Principles on Business and Human Rights and respect the following internationally recognised human rights standards:

- United Nations, the International Bill of Human Rights^{*1}

^{*1} It consists of the Universal Declaration of Human Rights and the International Covenants on

• International Labour Organization (ILO), the ILO Declaration on Fundamental Principles and Rights at Work^{*2}

We comply with the laws and regulations of the country and region in which we operate, and seek ways to honour the principles of internationally recognised human rights when faced with conflicting requirements.

4. Rights of Workers

We strive to realise decent work by paying appropriate wages, preventing long working hours, and ensuring occupational safety and health, as well as respecting the ILO fundamental labour standards: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation. We respect diversity in all its forms, including race, colour, ethnicity, nationality, gender, sexual orientation, and disabilities.

5. Human Rights Due Diligence

In order to address potential or actual adverse human rights impacts of our business activities, we have established and implement an ongoing human rights due diligence process to identify, prevent, and mitigate the impacts.

6. Remediation

When our business activities cause or contribute to human rights abuses, we will immediately take adequate remediation. We will exercise our influence and seek remediation to mitigate adverse human rights impacts that are directly linked to our operations, products or services by our business relationships.

We provide effective grievance mechanisms for all affected stakeholders.

7. Education / Training

We provide continuous education and training for our executives and employees to

Human Rights (the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights).

^{*2} Adopted by International Labour Conference in 1998, it commits all the Member States of the ILO to respect, promote, and realise the principles and fundamental rights in four categories: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

promote the implementation of the Policy. We also work on raising the awareness and promoting the understanding of the human rights of our business partners through dialogue.

8. Cooperation / Dialogue

We recognise the importance of cooperation with our stakeholders. Therefore, we consider the views of our stakeholders through dialogue and discussion to promote respect for human rights.

9. Disclosure

We disclose the outcomes or progress of our activities based on the Policy through our website, etc. to promote dialogue among stakeholders.

This Policy has been formulated with advice from external experts and approved by the Board of Hokkan Holdings.