

May 23, 2024

Company name: Arisawa Mfg. Co., Ltd.  
Name of representative: Yuta Arisawa, Representative  
Director and CEO

## Notice Concerning Establishment of Human Rights Policy of Arisawa Group

Arisawa Mfg. Co., Ltd. hereby announces that it has resolved, at a meeting of the Board of Directors held on May 23, 2024, to establish “Human Rights Policy of Arisawa Group” as described below.

### Human rights policy of Arisawa Group

On the basis of the basic motto of our management policy, “Create, Innovate, and Challenge”, we pledge to:

- I. create new values and enhance customer satisfaction;
- II. discover customer demands and create new businesses with our creative technologies;
- III. strengthen corporate structure by improving our quality and productivity; and
- IV. contribute to solving the social and environmental issues, and realize the sustainable growth.

Based on the policy above, we have established our action guideline, quality policy, and ESG policy.

Also, we understand that the businesses of Arisawa Group(\*) may have an impact on human rights in all areas of business activity including product development from the stage of raw material procurement, production, distribution, consumption and disposal and recycling.

In order to contribute to sustainable society and realize improvement in the corporate value of Arisawa Group, it is essential to promote business activities that respect human rights as well as to prevent and mitigate possible negative impacts on human rights in connection with business activities.

We establish here “Human Rights Policy of Arisawa Group” in order to understand the human rights of all people and to fulfill our responsibility to respect human rights.

(\*) Arisawa and all consolidated subsidiaries

### 1. Respect for international norms on human rights

Arisawa Group respects for human rights as set forth in the “International Bill of Human Rights” and the “Declaration on Fundamental Principles and Rights at Work” of the International Labor Organization (ILO). In addition, we support and respect the ten principles of the UN Global Compact and the “UN Guiding Principles on Business and Human Rights”.

Arisawa Group does not tolerate forced labor, human trafficking, child labor, harassment, poor working conditions, bullying, or unfair treatment and promotes not to discriminate or violate human rights on the basis

of age, gender, sexual orientation, gender identity, race, nationality, language, religion, creed, property, or disability or other factors in its corporate activities. We provide equal opportunities for all people and respect individual ways of living and working.

## **2. Scope of application and expectations for business partners**

The Human Rights Policy is applied to all directors and employees of group companies in Arisawa Group.

Arisawa Group shares our beliefs with our customers, suppliers and other business partners, and expects their understanding of this policy and respect for human rights.

## **3. Implementation of human rights due diligence**

We have in place a series of procedures to identify, prevent and mitigate the negative human rights impacts of the business activities in Arisawa Group.

Also, we guarantee psychological safety to ensure that whistleblowers and consultants are not treated unfairly as a result of reporting or consulting with us, and that appropriate reporting is made.

We also strive to ensure that our suppliers and other business partners do not facilitate human rights abuses. In particular, we conduct a supplier survey using a CSR check sheet based on the CSR procurement policy. It includes questions on the reporting system for violations of basic human rights and legal and ethical violations, the consultation service, and the disciplinary policy and procedure. Regarding the working environment of the suppliers, we conduct fact-finding surveys on the production environment at the time of quality audits.

## **4. Practice of respect for human rights**

Arisawa Group practices to:

- comply with the laws and regulations of each country, region, and type of business relating to working hours and wages
- comply with the laws and regulations of each country, region, and type of business relating to safety and health, and also prevent accidents and disasters, and create a safe and sanitary work environment in order to maintain the mental and physical health of our employees
- tolerate neither form of human trafficking, forced labor, slave labor, nor child labor
- tolerate no discrimination on the basis of age, gender, sexual orientation, gender identity, race, nationality, language, religion, creed, property, disability, nor any other inhumane treatment, including acts of harassment
- comply with the laws and regulations stipulated in each country, region, and business category regarding the protection of personal information
- protect the health and safety of our stakeholders by ensuring product quality and safety
- respect the human rights of everyone in the local community, including safety and health
- engage in constructive dialogue between labor and management and respect freedom of association and the right to collective bargaining
- prohibit and monitor the use of minerals which might serve as a source of funds for groups involved in

internal conflicts and disputes

## **5. Promotion of respect for human rights**

- Education and awareness for board members and employees

We conduct necessary education and awareness activities to ensure that board members and employees understand our human rights policy and reflect it in appropriate business activities.

- Dialogue with stakeholders

We continuously engage in dialogue with stakeholders regarding the impact of our business activities on human rights, and strive to improve and enhance our efforts.

- Reporting and consultation

We establish a system for employees to report concerns about human rights and strive to improve the effectiveness of this system. While maintaining confidentiality and protecting personal information, we do not treat whistleblowers disadvantageously because of their reporting.

- Information disclosure

The progress of efforts to disseminate our human rights policy and promote respect for human rights will be disclosed through our website, integrated reports, and other means as needed.