

# Human Rights Policy

Based on the corporate philosophy of “Providing value for consumers, enveloping life with sustainability and conservation for our clients and the global environment” , the Tomoku Group strives to realize a sustainable society and global environmental conservation through its corporate activities in order to pass on a livable earth to future generations. The Tomoku Group recognizes that its business activities may directly or indirectly affect human rights and is committed to fulfilling its responsibility to respect the human rights of all people involved in the business.

## Practices of respect for human rights

With the United Nations Guiding Principles on Business and Human Rights as a framework for implementation, the TOMOKU Group supports and respects international norms on human rights, including the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We have established the Tomoku Group Human Rights Policy (hereinafter referred to as the “Policy”) to promote efforts for the respect of human rights.

## Compliance with Applicable Laws and Regulations

We comply with the laws and regulations applicable in each country and region where we conduct our business activities. When there is a conflict between internationally recognized human rights and local laws, we will seek ways to ensure maximum compliance with international human rights principles.

## Scope of Application

The Policy applies to all officers and employees of the Tomoku Group. We encourage all business partners involved in the Tomoku Group’s products and services to support the Policy and respect human rights.

## Responsibility to Respect Human Rights

We are committed to not violating human rights of people under the influence of our business activities. In the event that our business activities have an adverse impact on human rights, we will take appropriate measures to remedy the situation and fulfill our responsibility to respect human rights. We prohibit all forms of discrimination based on race, nationality, ethnicity, gender, religion, beliefs, personal history, birth, age, disability, sexual orientation, gender identity, or any other personal attribute, and we also prohibit harassment. We do not tolerate slavery labor, forced labor, child labor, including human trafficking. We will provide a safe working environment, ensure minimum wages, equal pay for equal work, responsible labor practices including working hour management, freedom of association and the right to collective bargaining, and provide a safe and comfortable workplace that fosters lively and open communication.

## Human Rights Due Diligence

We will establish and continue to implement a system of human rights due diligence to identify and prevent or mitigate any adverse impact on human rights.

## Education and Training

We will provide appropriate education and training to ensure that the Policy is incorporated into all our business activities and implemented effectively.

## Dialogue and Consultation with stakeholders

We will engage sincerely in dialogue and consultation with our stakeholders in the process of implementing the Policy.

## Remediation

In the event our business activities have an adverse impact on human rights or our involvement is revealed or suspected, we will take appropriate measures based on international standards. In addition, we will continue to maintain effective internal hotline and external inquiry systems by providing a contact point for reporting concerns about our business activities.

## Information Disclosure

We will disclose the progress of our efforts to respect human rights on our website etc..

October 26,2021

Tomoku Co.,Ltd

President&Chief Executive Officer

Mitsuo Nakahashi