

## **JSR Group's Human Rights Policy**

This policy explains in concrete terms JSR Group's thinking with respect to human rights and presents our pledge to make efforts in line with that thinking. It is based on JSR Group's "Code of Conduct for Respecting Human Rights," which is established in the "JSR Group Principles of Corporate Ethics." We position it as the prevailing policy of all documents and norms associated with actions concerning respect for human rights in JSR Group's business activities.

### **1. Philosophy**

JSR Group recognizes the importance of such international norms as the Universal Declaration of Human Rights, the UN Global Compact, and the UN Guiding Principles on Business and Human Rights. We agree with the thinking they represent and will respect human rights accordingly. We also understand that we must fulfill our responsibility to respect human rights in all of our business activities.

### **2. Respect for human rights**

JSR Group respects the dignity and human rights of all people. We pledge to comply with all international norms and local laws and regulations that concern respect for human rights in the countries and territories where we do business. When a local law or regulation is inconsistent with international norms, we will do our best to find ways of respecting international norms for human rights to the greatest extent possible. Moreover, we will not discriminate on the basis of gender, age, nationality, race, ethnic group, origin, religion, beliefs, social status, physical disability, or sexual orientation for any reason. Nor will we accept any type of harassment that degrades an individual's dignity.

### **3. Avoidance of complicity in violating human rights**

We apply this policy to all JSR Group corporate officers and employees, and thereby demand that they respect human rights and not infringe upon rights or engage in unfair discrimination. We also strive to ensure that they do not become complicit in human rights violations, even indirectly. Moreover, we endeavor to prevent or lessen negative effects on human rights that are directly tied to JSR Group's businesses, products, and services, and continually urge our business partners and suppliers to support our policy and to adopt a similar policy.

### **4. Employment and labor**

#### Prohibition of child labor and forced labor

JSR Group prohibits forced labor as well as labor by children who have not reached the employment age stipulated in the laws of the nations and regions in which we do business. We also demand that our business partners and suppliers do the same.

#### Respect for basic labor rights

JSR Group complies with the labor laws of the nations and regions where we operate. We also respect employees'

right to organize and right to collective bargaining, in accordance with the applicable local laws and regulations.

#### Elimination of discrimination

JSR Group respects every individual's diversity, identity and human rights and strives to ensure equal opportunity without discrimination in every aspect of its dealings with employees, including recruitment, placement, promotion, and skills development.

### **5. Response when problems occur**

If a business activity by JSR Group has a negative consequence on human rights, we will respond swiftly and appropriately to provide relief and rectification. Moreover, if a negative consequence on human rights is caused by a business partner or a supplier, we will utilize our influence on that partner or supplier to encourage them to make an appropriate response.

### **6. Prevention of human rights violations**

JSR Group works to prevent human rights violations by acting in accordance with the "human rights due diligence" mechanism. We also provide appropriate education and training to all employees to ensure the dissemination of this policy throughout the Group.

Date of establishment

September 1, 2021