

# IKO Group Human Rights Policy

## **1. Basic concept on Human Rights**

Based on our identity—A Company Centered on Technology Development that Contributes to Society—the IKO Group implements daily efforts in good faith to resolve social issues. It is our deeply-held conviction that society's trust is essential to the functioning of a corporation. Respect for human rights is a key aspect of this.

We hereby establish our Human Rights Policy, which applies to the whole IKO Group, in accordance with various international norms, including the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights, as a plan of action for promoting initiatives related to human rights and to fulfilling related responsibilities.

This Policy applies to all officers and employees of the IKO Group and is appropriately published. Furthermore, we seek the support and cooperation of our business partners, including business alliance partners and suppliers, in implementing this Policy.

## **2. Key Initiatives Related to Human Rights**

The IKO Group prioritizes the following initiatives to ensure respect for human rights:

- measures to prohibit forced labor
- measures to prohibit child labor and restrictions on work by young workers
- due consideration for employee working hours
- decent wages
- measures to prohibit inhumane treatment
- measures to prohibit discrimination and harassment
- measures to ensure respect for the freedom of association and collective bargaining rights
- measures to ensure respect for religious traditions and customs

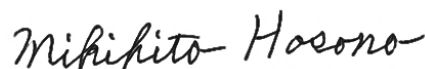
## **3. Human Rights Due Diligence**

The IKO Group establishes a due diligence framework for human rights to identify, prevent, and mitigate any negative impacts the business activities of the IKO Group may have on human rights. Should it be confirmed that the IKO Group's activities have caused or furthered a negative impact on human rights, we will take due and timely measures to remedy the circumstances.

## **4. Training and Education**

The IKO Group provides the requisite training and education to its officers and employees to ensure that they act in accordance with this Policy, with applicable laws and regulations, and with internal rules.

Established February 13, 2023  
Nippon Thompson Co., Ltd.  
President & COO



Mikihiro Hosono