

# HUMAN RIGHTS POLICY OF MOCOM GROUP

Announced May 1, 2023

Effective May 1, 2023

## 1. Basic Concept

Based on our Fundamental Policies(\*1), MOCOM Group (hereinafter “we”) engages in business activities that contribute to the development of societies with all the supports of customers, business partners, shareholders, local communities, and employees.

We do our best to understand that the human rights of stakeholders affected by our global business activities must be protected, and to fulfill our responsibility to respect human rights.

### (\*1) Fundamental Policies

- 1.Devote all our heart into Product Quality.
- 2.Make Customer’s Life Convenient and Enjoyable.
- 3.Build up our Happiness by our Good Work.

## 2. Role of This Policy and Scope of Application

This is regarded as the highest-level policy on human rights applicable to all executives, regular employees, and agency employees who engage in MOCOM Group businesses (hereinafter “Executives and Employees”).

This policy applies to Executives and Employees. We strive to create an environment where Executives and Employees, as [people whose human rights shall be respected], can work with satisfaction in a safe and secure workplace without any form of discrimination. We implement this policy with the principle that Executives and Employees are [people who should respect the human rights of others].

We continuously encourage our business partners to support this policy and work on respecting human rights diligently. We would encourage business partners to fulfill their social responsibilities if they committed abuses on human rights.

## 3. Compliance with International Standards, Laws, and Regulations

Throughout our business activities, we will support and conform with international standards defined in consideration of respect for basic human rights that all people across the world should be able to enjoy. (These include the UN’s “International Bill of Human Rights”, and “Guiding Principles on Business and Human Rights”, the ILO’s “Declaration on Fundamental Principles and Rights at Work” and “OECD Guidelines for Multinational Enterprises”.)

Moreover, we will strive to implement a thorough compliance with the laws and regulations of the countries and regions in which we conduct our business activities. If there is a discrepancy between the laws and regulations of the country or region where we operate and international human rights norms, we will pursue ways to remedy the problem in accordance with higher standards.

#### **4. Responsibility for Respecting Human Rights**

We understand that our business activities may adversely affect human rights directly or indirectly. We endeavor to realize our responsibility to respect human rights by giving the maximum possible consideration to how we will not infringe upon the human rights of our stakeholders and to take appropriate actions to that end.

(1) We will not tolerate discrimination in any form, including discrimination based on age, nationality, race, ethnicity, place of origin, religious affiliation, creed, political beliefs, marital status, family structure, gender, sexual orientation, gender identity, disability, or employment status.

(2) We will not allow acts of harassment of any kind that harm the dignity of an individual, such as sexual harassment and power harassment, and will seek to establish an organizational culture with good communication oriented towards ensuring psychological security.

(3) In order to acknowledge the diversity and values among us and to maintain a workplace in which each individual will be motivated to work, we will consider the promotion of diversity to be a major theme of management. In addition, we will also actively pursue initiatives in fields such as freedom of association, negotiations between labor and management, and industrial health and safety, and through engagement with employees, etc., and provide a safe workplace environment where it is easy to work.

(4) We will not tolerate human trafficking; forced labor through violence, threats, or debts; child labor; or modern slavery.

#### **5. Human Rights Due Diligence**

We will seek to understand and evaluate risks related to human rights, establishing with third-party organizations, and implementing on an ongoing basis a series of mechanisms for verifying and improving upon the effects of our efforts (human rights due diligence).

#### **6. Dialog**

We will actively engage in dialog and consultations with our stakeholders in an effort to improve our efforts related to the respect of human rights.

#### **7. Training**

We will conduct appropriate training with an aim to have our Executives and Employees, etc. accurately understand this policy and implement it throughout their business activities. We will also actively encourage our business partners to share good practices so that they can put this policy into practice.

## **8. Access to Remedy**

If we identify any cases where our business activities have adversely affected human rights directly or indirectly, we will promptly pursue actions to provide remedy through the appropriate measures and endeavor to rectify the situation together with our business partners, if necessary. Throughout this process, we will prohibit any disadvantageous treatment such as reprisals against whistleblowers and protect any such persons.

## **9. Information Disclosure**

We will regularly disclose information, through channels such as our company website or reports, regarding the progress of our efforts to respect human rights described in the provisions of this policy.

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