

Human Rights Policy

1. Aims of this Policy

The UNISOL Group—comprising UNISOL Holdings Corporation, its subsidiaries, and its affiliated companies—has firmly declared its respect for human rights in its Basic Policy on Sustainability and its Compliance Manual, both of which are based on the UNISOL Group philosophy. We have established this Human Rights Policy (hereafter referred to as “this Policy”) in conformity with the aforementioned guidelines and in the aims of further clarifying the UNISOL Group’s approach to respect for human rights and promoting related initiatives.

2. Scope of application and statement of expectations

This Policy applies to all UNISOL Group officers and employees. In our pursuit of Group initiatives furthering respect for human rights, we also engage in dialogue and collaborate with the companies that make up our supply chains and our other business partners, whom we expect to acquaint themselves with and support this Policy.

3. Supporting and respecting international standards

In addition to abiding by applicable laws and regulations in each of the countries and regions in which we conduct our business activities, the UNISOL Group also supports and respects international standards for human rights, including the International Bill of Human Rights and the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work. Further, this Policy was formulated in conformity with the United Nations’ Guiding Principles on Business and Human Rights, which also inform our promotion of initiatives to further respect for human rights. Where internationally recognized human rights and the laws or regulations of a given country or region come into conflict, we seek solutions that respect international standards for human rights to the greatest possible extent.

4. Key human rights issues

The UNISOL Group considers the following as issues of grave importance to human rights.

1) Prohibition of forced or child labor

We forbid forced labor and child labor—which includes human trafficking—and child labor within the UNISOL Group and throughout our supply chains.

2) Elimination of discrimination and harassment

We do not engage in unfair or discriminatory treatment or harassment on the basis of a person's sex, race, nationality, religion, ideology, physical disability, or any other personal characteristic.

3) Occupational safety and health

We provide safe and comfortable work environments allowing our employees to work with peace of mind and perform their duties efficiently.

4) Freedom of association and the right to collective bargaining

We respect workers' rights to freedom of association and collective bargaining as permitted by the laws and regulations of the countries and regions in which we operate.

5) Working hours and wages

We abide by the laws and regulations relating to working hours and wages applicable in the countries and regions in which we operate.

6) The right to privacy

We respect the individual's right to protect their privacy. We ensure rigorous management and protection of personal, confidential, customer, and other categories of information, and prevent any unauthorized or improper use, disclosure, or breach of such information.

5. Framework for promotion of initiatives

The UNISOL Group promotes initiatives relating to respect for human rights on the basis of this Policy and within the framework of our sustainability promotion system—in which the Sustainability Committee plays a central role—through collaboration between the Compliance Committee and other related Committees and departments.

6. Human rights due diligence

The UNISOL Group conducts human rights due diligence in order to identify any potential adverse impacts of our business activities on human rights, prevent or minimize those impacts, and take accountability for them.

7. Remedy and redress

Should the UNISOL Group ever be found to have caused or contributed to an adverse impact on human rights, it will commit to taking the appropriate steps to redress the situation. We maintain a grievance mechanism and have appropriate measures in place to provide remedy to any individual whose human rights have been adversely impacted.

8. Reporting

The UNISOL Group makes disclosures on our human rights initiatives informed by this Policy as and when appropriate, with full consideration for affected stakeholders and commercial confidentiality.

Ryohei Furusato
President and Representative Director

(Supplementary Provisions)

Established on November 18, 2024

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