

# JMC Group Human Rights Policy

## ■ Human Rights Policy

The JMC Group supports and respects the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

The JMC Group hereby establishes the JMC Group Human Rights Policy, in accordance with our management ethos of "aiming to realize a cheerful, vigorous enterprise while respecting human beings and caring for the environment."

Under the banner of "respect for the dignity and diversity of humankind," we will respect the diversity of cultures, nationalities, beliefs, races, ethnic groups, languages, religions, genders, ages and ways of thinking that is inherent in all people, and strive to fulfill our responsibility to respect human rights.

### ● Applicability

This Policy occupies the highest position of all regulations related to human rights within the JMC Group, and applies to all Group employees. We will also encourage all of our stakeholders, including suppliers, to understand and support this Policy and work together on initiatives toward respecting human rights.

### ● Legal Compliance

We will comply with the laws and regulations of every country and region in which we operate. Where there is a conflict between local laws and international human rights principles, we will seek ways to respect international human rights principles while complying with local law.

### ● Human Rights Due Diligence

We will establish a human rights due diligence system, work to prevent or mitigate negative impacts on human rights, and work to continuously implement and improve our efforts.

### ● Remedies and Corrective Action

If the Group's business activities negatively impact human rights, or if the Group finds that it has been involved in activities with such impacts, we will work to provide remedies and take corrective action through appropriate procedures.

### ● Education

We will provide appropriate training and education to ensure that this Policy is incorporated into the overall business of the JMC Group and implemented effectively.

### ● Publication

We will appropriately disclose the progress of our efforts to respect human rights under this Policy through our website and other means.

Japan Metals & Chemicals Co., Ltd.

Established September 26, 2024