

NICHIAS Group Human Rights Policy

In its corporate philosophy, "The NICHIAS Philosophy", NICHIAS Group outlines the vision: "NICHIAS contributes to the Earth's bright future through our 'Insulation and Protection' technologies". NICHIAS declares the following as "Our Promise" to bring this goal to fruition:

- We will abide by community standards and work together with the communities we serve.
- We will strive for customer satisfaction while always maintaining a sense of gratitude.
- We will believe in mutual trust and continue to grow together.

Based on the NICHIAS Philosophy, NICHIAS Group believes that it is important to comply with domestic and foreign laws and norms, strive for upright business activities, and fulfill its corporate social responsibility (CSR) for sustainable development. Believing that respect for human rights lies at the root of this philosophy, NICHIAS Group hereby establishes its Human Rights Policy.

1. Scope of Human Rights Policy

NICHIAS Group (the Company and all its subsidiaries) respects the human rights of all officers and employees of our organization (including fixed-term employees and contract employees) and all stakeholders related to our company. NICHIAS Group also requests its supply chain stakeholders to support this policy.

2. Norms to be referenced

NICHIAS Group will promote universal respect for human rights by referring to international human rights standards including the International Bill of Human Rights adopted by the United Nations, the ILO Declaration on Fundamental Principles and Rights at Work, and the Guiding Principles on Business and Human Rights approved by the United Nations Human Rights Council in 2011.

3. Human rights issues that the Group considers to be particularly important

■ Eliminating discrimination

In employment practices such as wages, promotions, and remuneration, the NICHIAS Group will promote diversity and never discriminate based on race, skin color, age, gender, sexual orientation, gender identity, ethnicity or nationality, disability, pregnancy, religion, or otherwise. NICHIAS Group does not tolerate any form of harassment, including sexual harassment or verbal abuse.

■ Prohibiting unreasonable labor

NICHIAS Group does not allow any unreasonable labor such as forced labor, bonded labor, child labor, etc. in any country or region where it does business. NICHIAS Group also places importance on the work-life balance of its employees and complies with local laws regarding working hours and taking breaks, holidays, and vacations.

■ Safety and sanitation

NICHIAS Group will continue to work on workplace safety and sanitation to improve product quality and work motivation. In addition, NICHIAS Group will contribute to public safety and sanitation and the conservation of the global environment by providing safe and secure products and adopting eco-friendly manufacturing processes.

4. Efforts to respect human rights

The Compliance Headquarters Committee, which is set up at our head office and is mainly made up of department managers, and the Compliance Branch Committees that are set up in each region, cooperate with the head office and regional bases in efforts to respect human rights by preventing and dealing with problems if they occur.

NICHIAS Group provides education on respecting human rights through educating each workplace and providing training for each level of staff seniority, and will continue its efforts to ensure that officers and employees understand this policy and have its contents embedded at all business sites.

Regarding the process of implementing human rights due diligence and correcting any negative impact on human rights, NICHIAS Group will consider strengthening its management system in response to future changes in the business environment.