

# Itoki Group Human Rights Policy

**Itoki Group, in order to allow all people to be lively and active, recognizing that all business activities must come about with a strong respect for human rights, shall establish this “Itoki Group Human Rights Policy” (hereinafter “this Policy”) as below.**

## Scope

The scope of this Policy shall be the officers and employees of Itoki Corporation and all of Itoki Group.

## Basic philosophy regarding human rights

Itoki Group shall, in order to allow all people to be lively and active, based on the philosophy of the United Nations’ “Guiding Principles on Business and Human Rights,” in all of its business activities and all of its relationships in the supply chain, make efforts to respect human rights.

### 1. Respect for human rights

Itoki Group shall, in all situations, make efforts to respect the basic human rights of its customers and all other stakeholders.

### 2. Prohibition of discrimination

Itoki Group shall interact with others with strong respect for those people, and shall not engage in discriminatory acts on the basis of gender, sexual orientation, gender identity, age, nationality, disability, form of employment or way of working, customs, values, etc.

### 3. Prohibition of harassment

Itoki Group shall not under any circumstances engage in words or actions (any harassment, including those on the grounds of gender, sexual orientation, gender identity, age, nationality, disability, form of employment or way of working, customs, values, etc.) that infringe on human rights.

### 4. Respect for basic rights of employees

Itoki Group shall respect the basic rules and rights relating to labor, and through conversations with employees make efforts to create a workplace that provides employees with a strong sense of meaning in their work.

### 5. Care for hygiene, safety and security

Itoki Group shall make efforts to secure a workplace environment that supports employees’ physical and mental health, and where employees can work with a feeling security.

### 6. Prohibition of forced labor and child labor

Itoki Group shall not employ forced labor or child labor. Furthermore, it shall make efforts not to participate in such activities in the supply chain.

### 7. Implementation of education

Itoki Group shall, in order to allow this Policy to permeate all its business activities, make efforts to implement appropriate education and training.

## In order to fulfill its responsibility to respect human rights

### Due diligence regarding human rights

Itoki Group shall, through processes of due diligence regarding human rights, clearly identify human rights violations, and make efforts to reduce risk to human rights.

### Engaging with stakeholders

Itoki Group shall engage stakeholders in a dialog with relevant stakeholders regarding actual or potential human rights violations.

### Relief and rectification

Itoki Group shall, if its business activities have had a direct or indirect human rights violation, make efforts through appropriate means to provide relief and make rectification.

### Education and training

Itoki Group shall, in order to make this Policy understood and allow it to permeate its business activities, perform education and training as appropriate.

### Disclosure of information

Itoki Group shall disclose information relating to the status of its efforts to respect human rights based on this Policy on its website, etc. as appropriate.

Jan 1, 2023  
ITOKI CORPORATION  
Koji Minato, President

