

Kyosan Group Human Rights Policy

In order to respect the human rights of all stakeholders and contribute to the realization and development of a sustainable society, the Kyosan Group hereby establishes the Kyosan Group Human Rights Policy.

1. Basic Views

Based on the corporate philosophy of "Contribute to the development of society and improvement of comfort through advanced technology and high quality under the keywords of "safety and reliability" and "global environmental preservation"" the Kyosan Group respects the human rights of all stakeholders involved in its business activities in accordance with international norms on human rights, the Basic Policy on Sustainability, and this Policy.

2. Scope

This policy applies to all executives of the Kyosan Group and all employees, including part-time, contract, and temporary employees. We also expect suppliers and business partners of Kyosan Group companies to understand and support the contents of this policy, and we will continue to encourage them to implement it, and work together to promote respect for human rights.

3. Respect International Norms and Compliance with Laws

The Kyosan Group supports the International Bill of Human Rights, including the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. We also comply with the laws and regulations of the countries and regions in which we operate, and strive to prevent and mitigate negative impacts on human rights.

4. Governance

The Corporate Strategy Committee, which is chaired by the President and Chief Executive Officer, comprises the Corporate Strategy Office Managing Director, the Executive Director, and the General Manager of the Business Division, etc., This Committee monitors the progress of targets for addressing human rights risks, and considers corrective measures as necessary. The Board of Directors supervises the Committee and regularly receives reports on the content of discussions and decisions made at Corporate Strategy Committee meetings.

5. Human Rights Due Diligence

Through its human rights due diligence system, the Kyosan Group respects the human rights of its stakeholders and promotes sustainable corporate activities. We assess and identify human rights risks through our business activities and supply chains, and continue to work to prevent and mitigate human rights risks.

6. Corrections and Remedies

If it becomes clear that the business activities or products or services of the Kyosan Group or its business partners, including suppliers, have had a negative impact on human rights, we will work to correct and remedy the impact through appropriate internal procedures.

We will also work to establish a system to report and consult on acts that have a negative impact on human rights.

7. Education and Training

The Kyosan Group will continue to provide appropriate education and training about human rights to all executives and employees. We will also make our business partners, including suppliers, aware of the contents of this policy and strive to respect human rights throughout the supply chain.

8. Dialogue with Stakeholders

Through dialogue and consultation with various stakeholders, the Kyosan Group will respond appropriately to human rights issues related to its business activities and strive to improve and enhance its efforts to respect human rights.

9. Disclosure

The Kyosan Group will appropriately disclose information on its efforts and progress with respect to human rights and human rights due diligence based on this policy through various reports and websites.

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Ryoji Kunisawa,
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