



Okabe Group Human Rights Policy

The Okabe Group will pursue profit through fair competition and, at the same time, aim to be a useful entity for society at large.

In addition, the Okabe Group will respect human rights as stipulated in the International Bill of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and will conduct its business activities in line with the United Nations Guiding Principles on Business and Human Rights. The Group has also established the Okabe Group Human Rights Policy (hereinafter "the Policy") to fulfill its group-wide responsibility to respect human rights.

The Policy is based on the Okabe Group Action Guidelines and the Employee Code of Conduct and has been approved by the Board of Directors of Okabe Co., Ltd.

1. Scope of application
The Policy applies to all officers and employees of the Okabe Group.
We also encourage our business partners, including suppliers, to understand and support the Policy.
2. Compliance with applicable laws and regulations and respect for internationally recognized human rights
The Okabe Group will comply with the applicable laws and regulations of the countries and regions where it conducts business. In the event of any conflict between the laws and regulations of individual countries and regions and internationally recognized human rights, the Group will pursue ways to respect international human rights to the fullest possible extent.
3. Respect for human rights in all processes of business activities
In all processes of our business activities, we will strive to prevent and mitigate any negative impacts on the human rights of stakeholders involved in the Okabe Group.
4. Human rights due diligence
The Okabe Group will establish a system to ensure human rights due diligence, identify negative impacts of the Group on human rights and strive to prevent and mitigate such impacts.



5. **Correction and remedy**
The Okabe Group will work to ensure the effectiveness of the Policy by establishing a hotline for reporting concerns about its business activities. In the future, we will also consider expanding the contact point so that our business partners, including suppliers, can also use the hotline.

6. **Dialogue and discussion**
The Okabe Group will engage in sincere dialogues and discussions with relevant stakeholders on how to address actual or potential impacts on human rights.

7. **Education and awareness raising**
The Okabe Group will promote extensive awareness raising of all officers and employees about human rights to ensure that the Policy will be integrated into and effectively implemented in all business activities.

8. **Information disclosure**
We will actively and fairly report on our efforts to respect human rights based on the Policy through the Okabe Group's website and other media.