

## **Group Human Rights Policy**

The Fuji Seal Group (hereinafter referred to as FSG) has established the Our Credo – "Each day with renewed commitment we create new value." Stating in Code of Ethics, we comply with laws and regulations and the spirit of each country and region in which our business activities are conducted and understand that all business activities are based on the premise of respecting Human rights. FSG respects the human rights laid down in the *International Bill of Human Rights* (Universal Declaration of Human Rights and International Covenant on Human Rights) and the *International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work*. We will also support the *United Nations Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" Framework* and conduct our business activities accordingly.

### **1. Scope of Application**

The scope of this policy applies to all FSG officers and employees (including employees hired for a fixed period of time).

### **2. Respect for Human Rights and Elimination of Discrimination**

FSG's Code of Ethics stipulates equal employment opportunities, the prohibition of forced labor, the prohibition of child labor, the securing of sound employment and labor, and the working environment.

FSG will also comply with the laws and regulations of each country in our business activities. In the event that the laws and regulations of the country differ from international human rights norms, we will pursue ways to maximize respect for internationally recognized human rights.

FSG urges business partners and their stakeholders to respect and not infringe on human rights if they are negatively affected in the supply chain, even if our group is not directly involved.

### **3. Remedies**

If FSG is found to have caused or involved a negative impact on human rights, we will undertake remedies through appropriate procedures.

### **4. Dialogue and consultation**

FSG will discuss the response to potential and actual impacts on human rights with relevant stakeholders.

### **5. Education and Information Disclosure**

FSG shall provide appropriate education to ensure the effectiveness of this policy. Besides, we shall disclose information on our efforts to respect human rights based on this policy on our corporate website.

Enactment February 24, 2021