

Human Rights Policy

The Daiichi Kigenso Kagaku Kogyo Group (hereafter, “the Group”) acknowledges that in all processes associated with our business it is possible we will – directly or indirectly – have an impact on human rights. In order to respect the human rights of all people associated with our business and to contribute to the development of a sustainable society, the Group has herein determined its Human Rights Policy (hereafter, “this Policy”).

Respect for human rights is essential if the Group is to put into practice its management philosophy: “Valuable Products, Fulfilling Life, and Rewarding Workplace”. The directors and personnel who work for the Group will promote respect for human rights to ensure that we do not impact negatively on them.

1. Scope

This Policy applies to Group directors and all personnel (all staff, including permanent staff, contract staff, and agency staff). We will also seek to ensure that all business partners associated with the Group's products and services understand and support this Policy.

2. Support for international human rights standards

We will support and respect international human rights standards such as the *International Bill of Human Rights* and the *International Labour Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work*, as underpinned by the *UN Guiding Principles on Business and Human Rights*.

3. Undertaking human rights due diligence

We will create a mechanism for human rights due diligence to ensure that we identify negative impacts from the Group's business activities on human rights and strive to prevent and mitigate their occurrence.

4. Rectification and relief

If it becomes clear that our business activities have negatively impacted human rights, or that there is a possibility our activities will give rise to negative impact, we will respond to rectify the situation and to fulfil our responsibility for human rights. Further, if it becomes clear that through stakeholders with whom we deal we have contributed to a negative impact, we will initiate dialogue and appropriate processes to achieve relief.

5. Education and training

We will deliver appropriate education and training to directors and all personnel to ensure that this Policy is incorporated into all business activities and are effectively implemented.

6. Provision of information

To fulfil our accountability for this Policy we will provide appropriate information about respect for human rights initiatives.

Hiroshi Kokubu
Representative Director, Member of the Board; President, Executive Officer
DAIICHI KIGENSO KAGAKU KOGYO CO., LTD.
Established on 21 October 2021