

# **Kissei Group Human Rights Policy**

## **1. Introduction**

The Kissei Group endorses and upholds the concept of respect for basic human rights as stipulated in the Constitution of Japan. Respecting and supporting the fundamental human rights granted equally to all people as eternal and inviolable is the foundation of all our business activities. This Human Rights Policy provides a basic guideline for respecting the human rights of all people in all our business activities.

## **2. Basic Principles**

We uphold the human rights standards established under the Constitution and laws of Japan and the laws of other countries, the United Nations Guiding Principles on Business and Human Rights, and the international labor standards of the International Labour Organization (ILO).

In accordance with legislation, we respect all people as individuals and fully uphold and protect their rights to life, liberty, and the pursuit of happiness.

## **3. Prohibition of Discrimination and Violation of Rights**

We recognize that all people are equal under the law, and we do not tolerate any form of discrimination or violation of rights based on gender, age, ethnicity, religion, beliefs, sexual orientation or gender identity, disability, nationality, social status, or family origin.

## **4. Respect for the Right to Life**

We recognize that all people have the right to maintain a minimum standard of wholesome and cultured living. We strive to eliminate diseases, poverty, discrimination, rights violations, conflicts, disasters, climate deterioration, environmental pollution, and other factors that hinder this right, and we do not contribute to such hindrances.

## **5. Prohibition of Forced Labor and Child Labor**

We do not tolerate any form of forced labor or child labor. We respect and support the right of all workers to engage in work based on their own free will.

## **6. Right to Freedom of Association and Collective Bargaining**

We respect the right to freedom of association and the right to collective bargaining. We support the maintenance of an environment in which workers will not suffer any disadvantage when exercising their legal rights.

## **7. Improvement of Working Conditions and Workplace Environment**

We provide a safe and healthy working environment in accordance with the law and maintain proper working conditions. We also strive to continue initiatives for the improvement of employees' health and welfare.

## **8. Promotion of Diversity and Inclusion**

We respect the diversity of employees and promote an inclusive workplace culture. We strive to provide a workplace environment in which all employees enjoy equal opportunities and can fully demonstrate their abilities.

## **9. Relationship with Local Communities**

In conducting our business activities, we aim to cooperate with local communities to address social issues and contribute to their sustainable development. Through constructive dialogue with local communities, we strive to build relationships that foster mutual growth.

## **10. Responsibility for Supply Chains and Value Chains**

In accordance with this Policy, we pursue respect for human rights throughout our supply and value chains. We strive to share a common understanding with our business partners and other parties and to maintain sound and transparent supply and value chains that are free of human rights violations.

## **11. Transparency and Accountability**

In accordance with this Policy, we ensure transparency regarding our human rights initiatives and regularly disclose the progress of those initiatives. In the event that a human rights-related problem that violates this Policy arises in our business, we will respond promptly and appropriately, fulfilling our duty of accountability.

## **12. Continuous Improvement**

We confirm and improve the status of implementation of this Human Rights Policy on a regular basis. We strive to continuously improve our implementation of the Policy, actively and appropriately incorporating information received from our officers and employees, business partners, and other stakeholders.

Through the implementation of this Human Rights Policy, we aim to contribute to the creation of a sustainable society.

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Mutsuo Kanzawa  
Chairman and CEO  
Kissei Pharmaceutical Co., Ltd.