

SHINANO INC. Human Rights Policy

We at SHINANO INC. aim to respect human rights as part of our corporate social responsibility and grow sustainably alongside society. We commit to respecting the human rights set out in the "International Bill of Human Rights" and the International Labour Organization's (ILO) "Declaration on Fundamental Principles and Rights at Work," and we operate in line with the United Nations "Guiding Principles on Business and Human Rights."

This Human Rights Policy clarifies our efforts to respect human rights in order to fulfill our responsibilities to all stakeholders, based on our corporate philosophy.

1. Key Human Rights Considerations

1. Freedom of employment choice
2. Prohibition of child labor, forced labor, and human trafficking
3. Prohibition of discrimination and harassment
4. Appropriate working hours
5. Fair wages and benefits
6. Occupational health and safety
7. Protection of privacy and respect for freedom of expression
8. Harmony with local communities and elimination of human rights violations in the supply chain
9. Avoiding negative impacts on human rights due to climate change

2. Scope of Application

This policy applies to all officers and employees of SHINANO INC. We require respect for human rights, avoiding the violation of rights or any form of unjust discrimination, and we make efforts to prevent indirect involvement in human rights violations. We also seek understanding and support for this policy from business partners, including suppliers, and collaborate to promote respect for human rights.

3. Governance

Our Board of Directors oversees the adherence to and initiatives under this policy.

4. Human Rights Due Diligence

We strive to prevent or mitigate negative impacts on human rights. Through human rights due diligence, we aim to detect risks that may cause or contribute to negative impacts on human rights at an early stage, and we address prevention, correction, and remediation through appropriate procedures.

5. Correction and Remedy

If it becomes evident that our business activities have caused or contributed to negative impacts on human rights, we will work toward correction through appropriate means.

6. Dialogue and Consultation with Stakeholders

We will engage in dialogue and consultation with relevant stakeholders on actual or potential negative impacts on human rights to improve and enhance our efforts to respect human rights. Based on the results of such dialogues and consultations, we will regularly review this policy, including key human rights issues.

7. Education and Training

We will provide appropriate education and training to ensure that officers, employees, and others understand this policy and apply it in business activities.

8. Correction and Remedy

If it is determined that our business activities have caused negative impacts on human rights or have contributed to human rights violations through supply chain or business relationships, we will work toward correction and remedy through appropriate procedures.

Date of Establishment: August 1, 2024

SHINANO INC.

Hiroyoshi Izumisawa, President