

The logo consists of the word "PILLAR" in a white, italicized, serif font, enclosed within a white rectangular border. This is set against a solid dark blue square background.

PILLAR

Group Human Rights Policy

June 2023

NIPPON PILLAR PACKING CO., LTD.

Index

Corporate Principles and Management Philosophy · 3

Group Human Rights Policy

I. Approach to Human Rights	4
II. Persons Subject to this Policy	4
III. Human Rights Norms Used as Reference	4
IV. Prohibited Conduct Regarding Human Rights	5
V. A Safe and Comfortable Work Environment	5
VI. Training	5
VII. Human Rights Due Diligence	5
VIII. Response to Negative Impacts on Human Rights	5
IX. Dialogue with Stakeholders	6

Corporate Principles and Management Philosophy

Corporate Principles

Quality First

Cooperation and Harmony

Steady Research

Management Philosophy

1. To contribute to the creation of an earth with a pleasant living environment, and an affluent social climate.
2. To offer original, high-quality products, and strive to be a company that is essential to the customer.
3. To abide by legal and social norms, and engage in proper, sound business practices.

Group Human Rights Policy

Based on the philosophy that unprecedented new ideas are created through diverse values, Nippon Pillar Packing Co., Ltd. and its Group companies (hereinafter “the Group”) shall respect the diversity of its human resources and create new values for a sustainable society to help build a better future.

Accordingly, the Group has established the Group Human Rights Policy (hereinafter “this Policy”) based on the Group Code of Conduct in order to clarify the Group’s approach to human rights in conducting business in countries and regions around the world. Through all officers and employees of the Group (hereinafter “employees”) coming together to promote respect for human rights, the Group will be actively carrying out its responsibility to respect human rights for all people.

I. Approach to Human Rights

The Group understands that its business activities may have a direct or indirect negative impact on human rights. We shall take the utmost care to prevent any negative impacts on human rights, and shall conduct our business activities with an awareness of our responsibility as a stakeholder.

In the event that there is any suspicion that negative impacts on human rights by stakeholders are related to the Group's business activities, the Group shall urge stakeholders to familiarize themselves with this Policy, respect human rights, and refrain from violating them.

II. Persons Subject to this Policy

In accordance with this Policy, the Group shall conduct its business activities with due consideration for the human rights of all employees of the Group as well as all other stakeholders of the Company.

III. Human Rights Norms Used as Reference

The Group promotes respect for human rights in reference to international human rights norms such as the Universal Declaration of Human Rights, the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Guiding Principles on Business and Human Rights and others adopted by the United Nations and other organizations.

Therefore, should any conflict arise between the laws and regulations of all countries and regions in which we operate and international human rights norms, we shall respect

internationally recognized human rights norms.

IV. Prohibited Conduct Regarding Human Rights

The Group does not permit, for any reason whatsoever, discrimination based on gender, age, nationality, or race; harassment of any kind; physical or mental abuse; unfair labor practices, including child labor and forced labor; or restrictions on the freedom of association and the right to collective bargaining.

V. A Safe and Comfortable Work Environment

The Group places the highest priority on ensuring the safety and health of its employees in all processes, from business operations to the use and disposal of products, parts, and materials, and is committed to creating a workplace environment in which all employees can work with confidence. Therefore, we shall comply with all applicable laws and regulations, as well as our own standards, including internal regulations and rules.

VI. Training

The Group shall continually provide all employees with the necessary training to ensure compliance with this Policy as well as with international human rights norms.

VII. Human Rights Due Diligence

The Group shall establish and continually implement a series of mechanisms (human rights due diligence) to identify and assess risks that may have a negative impact on human rights, and to verify and improve the effectiveness of its efforts.

Should any risk of a negative impact on human rights be identified or assessed, we shall promptly implement corrective and preventive measures to address that risk.

VIII. Response to Negative Impacts on Human Rights

Should an incident occur that is expected to have a negative impact on human rights, or should we receive a suggestion from a stakeholder that a human rights violation has occurred, we shall immediately verify the facts and disclose the relevant information and corrective/preventive measures, as necessary, on our website or by other means.

IX. Dialogue with Stakeholders

The Group shall consult with third-party organizations specializing in human rights concerning any negative impact on human rights, as well as engage in ongoing dialogue and consultation with stakeholders.

(Supplementary Provisions)

1. The establishment, revision, and abolition of the Group Human Rights Policy shall be undertaken only under a resolution of the Board of Directors of Nippon Pillar Packing Co., Ltd.
2. Adopted on June 22, 2023

- Publisher: Nippon Pillar Packing Co., Ltd.
- Contact: General Affairs & Personnel Dept.
Tel: +81-6-7166-8281/Fax: +81-6-7166-8519