

# Contec Group Human Rights Policy

## Basic Stance on Human Rights

Since our founding, as a Daifuku Group company, Contec has faced the changing needs and challenges of society in the spirit of our corporate creed: Hini Arata.

We declare our commitment to respecting human rights in Contec Group Code of Conduct, and strive to create an environment where each and every employee can maximize their potential.

We recognize that respect for human rights is one of our most important responsibilities in terms of the sustainable growth of our business and organization, and we will fulfill this responsibility by minimizing any possible negative impact on human rights occurring through our business activities.

This policy sets out the Contec Group's approach to human rights in the course of its business activities, and applies to all officers and employees of the Contec Group. We expect our business partners, including those in our supply chain, to understand this policy and put it into practice, and we will work together with them to promote respect for human rights. To achieve this, we have established an internal system in which the president and CEO of Contec Co., Ltd. bears responsibility for human rights, and will carry out ongoing efforts.

## 1. Respecting International Standards for Human Rights

We have formulated this policy in line with the United Nations' Guiding Principles on Business and Human Rights (hereinafter, "Guiding Principles"). We respect and support the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights), which sets forth the fundamental human rights that all people of the world should enjoy, and the core labor standards in the ILO Declaration on Fundamental Principles and Rights at Work of the International Labor Organization, which establishes the fundamental rights in regard to labor. Further, we will conduct our business activities in support of the OECD Guidelines for Multinational Enterprises and the ten principles of the United Nations Global Compact, which include its principles on human rights. We will also comply with the laws and regulations applicable in the countries and regions in which we operate. In cases where there is a discrepancy between laws and international norms, we will seek ways that ensure maximum respect for international norms within the scope of laws and ordinances.

## 2. Human Rights Issues Related to Business Activities

We recognize the particular importance of addressing the following human rights issues related to our business activities, and deal with each issue in good faith.

- Prohibition of forced labor and child labor
- Elimination of prejudice and discrimination based on nationality, race, ethnicity, creed, place of origin, political opinion, skin color, language, religion, ideology, gender, age, disability, gender identity, sexual orientation, wealth, employment status, etc.
- Prohibition of all forms of harassment
- Ensuring a minimum wage, and management that ensures reasonable working hours

- Respect for workers' freedom of association and right to collective bargaining
- Protection against health and safety risks
- Constructive dialogue with the most vulnerable
- Protection of personal information and privacy

### **3. Due Diligence in Human Rights**

In accordance with the Guiding Principles, we will establish a human rights due diligence system and promote efforts to identify, assess, correct, mitigate, and prevent any adverse impacts on human rights related to our overall business activities, and work to continuously implement and improve this system. If due diligence in human rights reveals that we have caused or contributed to an adverse impact on human rights, we will strive to take appropriate and effective remedial measures.

### **4. Dialogue with Stakeholders**

We believe that in order to respond appropriately to any adverse impacts on human rights, it is important to recognize stakeholders who are or may be affected by impacts on human rights in our business activities. To this end, we will share human rights issues related to our business activities with relevant stakeholders at the appropriate time, and engage in dialogue and discussions regarding our response to any actual or potentially adverse impacts on human rights.

### **5. Disclosure of Information**

We will disclose the status of our efforts to ensure respect for human rights based on this policy, including due diligence in human rights, through our website and other means of communication.

### **6. Awareness Raising and Education**

We will train and raise awareness in all officers and employees to ensure that this policy is incorporated into all business activities and is implemented effectively. We will also apply ourselves to sharing this policy with our business partners and other related parties, having it fully available to every last person, to facilitate their understanding of it.

April 1, 2024



Kazuyoshi Nishiyama  
President and CEO  
Contec Co., Ltd.