

## **MISUMI Group's Human Rights Policy**

MISUMI Group Inc. and its subsidiaries (collectively, "MISUMI Group"), considers respect for human rights to be a fundamental principle in all its activities. To this end, we now establish the MISUMI Group Human Rights Policy ("Human Rights Policy") and strive to continuously act in harmony with the international community.

### **Scope of Human Rights Policy**

MISUMI Group applies the Human Rights Policy to all MISUMI Group officers and employees. We will also expect and encourage our suppliers and other business partners to understand and support the contents of this policy.

### **Compliance with laws and regulations and international codes of conduct**

- MISUMI Group respects human rights as defined by international norms, such as those established in the UN Guiding Principles on Business and Human Rights and the ILO Fundamental Principles and Rights at Work.
- MISUMI Group shall ensure compliance with the relevant laws and regulations of the countries and regions in which it operates. In countries and regions where there are discrepancies between laws and regulations and international norms, we aim to prioritize international norms to the greatest extent possible.

### **Key Human Rights Issues**

MISUMI Group will identify and appropriately address the following human rights issues in its business dealings.

- We respect individuals' fundamental human rights, individuality, and diversity and prohibit discrimination and harassment based on race, nationality, gender, religion, creed, birth, age, sexual orientation, physical characteristics, mental or physical disability, etc.
- Harassment (sexual harassment, power harassment, moral harassment, etc.) that unfairly injures your dignity as an individual is prohibited.
- We will recruit, train, promote, and treat our employees with an emphasis on ensuring diversity and equal opportunity in terms of background, skills, gender, nationality, etc.
- We will comply with safety and health-related laws, regulations, and standards and strive to maintain a safe and comfortable work environment.
- We will emphasize our employees' physical and mental health and comply with applicable statutory working hours limitations.
- We respect our employees' rights as workers, including freedom of association.

- We do not use child labor or forced labor of any kind.

### **Human Rights Due Diligence**

- MISUMI Group will assess and identify risks to human rights and implement measures to prevent or mitigate such risks.
- If MISUMI Group becomes aware of human rights violations by our suppliers or other business partners, we will encourage those partners to correct their practices.
- MISUMI Group will strive to remedy any business activities that cause or involve human rights violations, including those in its supply chain. In addition, MISUMI Group will establish the necessary mechanisms to handle human rights complaints.

### **Communication and Education**

- MISUMI Group will ensure that all MISUMI Group employees are familiar with the Human Rights Policy.
- MISUMI Group will engage in appropriate dialogue with relevant stakeholders regarding risks to human rights and measures taken to address their impact.
- MISUMI Group will appropriately disclose and report information regarding this policy and related initiatives.