

Basic Policy for Human Rights

The Unipres group stipulates its policy of respecting diversity and human rights in “Unipres Group Code of Conduct Guide Book”, and this Basic Policy for Human Rights (“the Policy”) is developed based on the International Bill of Rights (the Universal Declaration of Human Rights and the two International Covenants), the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

As our firm commitment to respect human rights is comprehensively defined in the Policy, we will meet our responsibility to respect human rights in line with the Policy, together with our existing policies and processes. The policy applies to all the executives and employees of Unipres group.

1. **Human Rights and Privacy**

We respect the human rights and privacy of the individual.

2. **Discrimination and Harassment**

We do not engage in discrimination or harassment of any kind based on race, nationality, gender, sexual orientation, religion, disability, age, social origin, or employment status.

3. **Child Labor, Forced Labor, and Human Trafficking**

We do not allow child labor, forced labor, and human trafficking.

4. **Remuneration**

We comply with the laws of each country and region regarding the minimum wages, overtime, wage deductions, performance-based pay, and other remuneration.

5. **Working Hours**

We comply with the laws of each country and region regarding the setting of employees’ working hours including overtime and the granting of scheduled days off and paid annual vacation time.

6. **Dialogue and Consultation with Employees**

Taking into account the laws and labor practices of each country, the Company will try to foster a good relationship with its employees and to resolve issues by having a sincere and constructive dialogue.

7. **Safe and Healthy Working Environment**

We give the top priority to the health and safety of employees and make every effort to prevent accidents

8. **Responsibilities to Respect Human Rights**

Where we confirm that we have caused or contributed to adverse human right impacts, the company will provide for or cooperate in legitimate processes to provide remediation.

9. **Stakeholders and Human Rights**

We seek the respect of human rights from all parties we do business with and related parties.

10. **Promotion of Human Rights Policy**

We cultivate a corporate culture of respecting human rights by conducting human rights enlightenment educations and trainings to all Unipres group executives and employees.

April 1st, 2020

President and Representative Director
Nobuya Uranishi