

Nissei ASB Machine Group Human Rights Policy

We at Nissei ASB Machine Co., Ltd. and its subsidiaries (hereinafter referred to as “ASB”) promote ESG management for the realization of a sustainable society, based on our Corporate Principles of “generate affluence for people and society” and “maintain company growth by providing high level technology and service.”

As shown in these Corporate Principles, ASB perceives that respect for human rights is one of the foundations of our business activities, we do not infringe the human rights of other people in any of the processes of our own business activities, and in the case that a negative effect on human rights occurs we take appropriate actions for rectification.

The cornerstones of the business activities of ASB are people and society. ASB has stipulated the ASB Human Rights Policy here in order to understand the human rights of all people and fulfill its responsibility to respect human rights.

1. Compliance with norms and laws related to respect for human rights

ASB respects the human rights provided for in the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and others.

ASB complies with the laws of the countries and regions in which we engage in our business activities. In the case that the laws of a country or region and/or their enforcement conflict with internationally recognized human rights norms, we pursue a method to maximally respect international human rights principles.

2. Application and scope

ASB applies this policy to all of the officers and employees of ASB. Furthermore, we expect our business partners who could potentially have an effect through the business to also understand and support the content of this policy and we actively work to ensure that this policy is respected by them.

3. Respect for human rights

ASB respects the human rights of all people. The human rights which ASB respects in its business activities include the following.

(1) Prohibition of forced labor

We prohibit forced labor and human trafficking not based on free will.

(2) Prohibition of child labor

We never employ people who have not reached the statutory minimum employment age in any of our corporate activities or business relationships. Furthermore, we never allow work of any kind which could damage the development of children.

(3) Prohibition of discrimination

We never appoint specific individuals to subordinate or disadvantageous positions for the reason that they have attributes or conditions which are unrelated to the business operations, such as race, gender, nationality, ethnicity, language, religion, creed, social origin, property, sexual orientation, gender identity, health condition, disability, etc.

(4) Prohibition of harassment

We never engage in any form of harassment, including power harassment, sexual harassment, or any other psychological or physical harassment.

(5) Provision of a safe, hygienic and healthy working environment

We provide a working environment in which employees can continue working safely, hygienically, and healthily in accordance with laws.

(6) Respect for privacy

We respect and do not infringe the privacy of individuals.

(7) **Appropriate working conditions**

We comply with the laws concerning working conditions in each country and region in which we engage in our business activities and we endeavor to provide working conditions, treatment conditions, and opportunities for ability development to our employees which ensure that they can lead better lives.

(8) **Equal opportunity in employment**

We promote equal opportunity and equality with regards to employment, our business operations, and treatment, and we never engage in any form of discriminatory treatment.

4. Governance

In order to realize this policy, the Sustainability Promotion Committee (chair: Representative Director and President) is advancing initiatives for the respect of human rights.

5. Human rights due diligence

ASB has constructed and is continuously implementing a mechanism for human rights due diligence which identifies and prevents or alleviates negative effects with respect to human rights.

6. Relief and rectification

In the case that it is revealed that the business activities of ASB are causing or facilitating human rights infringements, we will tackle rectification and relief of the infringements. Furthermore, in the case that our products and services are directly involved in human rights infringements due to our business relationships, we will work on rectification of the situation even if the human rights infringements are not caused or facilitated by the business activities of ASB.

7. Dialogue

We engage in dialogue and consultations with the related stakeholders for enhancement and improvement of our initiatives for the respect of human rights.

8. Information disclosure

ASB regularly discloses information about the initiatives for the respect of human rights through its website and other media.

9. Education

We appropriately provide education and awareness-raising concerning respect for human rights in order to ensure that all officers and employees working at ASB can understand and apply this policy.

(Establishment date: August 4, 2023)