

## < Piolax Group Basic Policy on Human Rights and Labor >

The Piolax Group supports and respects human rights-related international norms such as the Universal Declaration of Human Rights.

The Piolax Group stipulates as follows the basic policy on human rights and labor based on the "Piolax Group Codes of Conduct". This policy applies to all directors, officers, and employees of the Group.

### 1) Respect for human rights

The Piolax Group respects fundamental human rights of all people and does not tolerate any harassment.

### 2) Elimination of discrimination

The Piolax Group does not discriminate on the basis of race, ethnicity, national origin, religion, gender, disability, sexual orientation, gender identity and so on. The Group makes efforts to build a workplace where diverse human resources play active roles respecting one another as important partners.

### 3) Prohibition of child labor

The Piolax Group prohibits labor of children under the legal working age in its business activities.

### 4) Prohibition of forced labor

The Piolax Group ensures that all work is voluntary. Employees shall not be engaged in forced labor and are free to terminate their employment.

### 5) Wages

The Piolax Group complies with laws and regulations of individual countries and regions relating to minimum wages, overtime hours, payroll deduction, and benefits.

### 6) Working hours

The Piolax Group complies with laws and regulations of individual countries and regions in the decision of employees' working hours (including overtime hours) and the grant of holidays, annual paid leave, etc.

### 7) Communication and consultation with employees

The Piolax Group communicates and consults with employees or their representatives in good faith to develop a sound relationship and solve problems. The Group recognizes the right of employees to associate or not to associate freely based on laws and regulations of individual countries and regions.

### 8) Safe and healthy work environment

The Piolax Group prioritizes the safety and health of employees and prevents labor accidents and disasters.

### 9) Responsible procurement of materials

The Piolax Group strives not to use conflict minerals and other raw materials that may relate to social issues or inhuman acts.

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