

# YAMASHIN-FILTER Group Human Rights Policy

For many years, YAMASHIN-FILTER CORP. together with its subsidiaries (collectively, the “**Group**”) has used our position as a filter manufacturer to support the development of society, as evidenced in our stated mission of “Rokajinitsukafuru: Contribute to society through filtration business.” This policy applies to all executives and employees of the Group. It establishes human-rights initiatives that must be understood by our suppliers and business partners and promoted throughout our entire value chain.

## < Fundamental Approach >

This policy references the following codes and guidelines related to human rights with the understanding that these are the minimum standards that must be followed. If there is a conflict between the human rights recognized by international standards and the laws of countries and regions where the Group conducts business, we will comply with the local laws while pursuing methods that maximize respect for international human rights.

- ◆ Universal Declaration of Human Rights
- ◆ UN Guiding Principles on Business and Human Rights
- ◆ ILO Declaration on Fundamental Principles and Rights at Work
- ◆ OECD Guidelines for Multinational Enterprises
- ◆ Children's Rights and Business Principles etc.

This policy also serves as a supplement to various related policies created in accordance with the Group’s *Corporate Standards of Conduct* and *Code of Behavior*.

## < Human-Rights Due Diligence and Remediation >

We recognize that the business activities of the Group can have a negative impact on human rights. If we discover that our business activities or products are negatively affecting people, we will take corrective action as appropriate and strive to reduce the risk of human-rights violations. We will

YAMASHIN-FILTER CORP.

create mechanisms for human-rights due diligence, identifying factors that directly or indirectly affect people in a negative way then working to reduce and prevent such factors through effective remediation.

< Commitment to Respecting Human Rights >

Below are the areas that the Group will focus on. We hope to get not only the Group's employees but its suppliers and other business partners to adhere to these guidelines.

1. Respect diversity and prohibit discrimination  
Discrimination against anyone based on their race, nationality, ethnicity, gender, age, language, religion, place of birth, gender identity, sexual orientation, health status, disability, marital status, social status, employment status, etc. will not be tolerated. Hold diversity in high regard while respecting each and every employee.
2. Prohibit inhumane treatment  
Prohibit the inhumane treatment of people (mental, physical, or sexual abuse; corporal punishment; any sort of harassment; etc.) in the workplaces and other locations where we conduct business.
3. Prohibit child labor  
Respect the right of children to grow up in a healthy environment by prohibiting the employment of any individuals that are under the minimum working age as established by law.
4. Prohibit compulsory labor and long working hours  
Do not force anyone to work if they themselves have not offered to. Prohibit labor that exceeds the working hours established by law and strive to reduce long working hours.
5. Fair wages and treatment  
Respect minimum and living wages; strive to meet the basic needs of employees while treating them fairly based on their individual results.
6. Safe and secure working environments  
Maintain compliance with laws related to workplace safety and sanitation and strive to provide comfortable working environments where all employees can work safely and without worry.

In addition to the above, we will strive to respect other internationally recognized human rights as

much as possible while complying with the national and local laws that govern areas where we conduct business.

< Discussion and Dialogue >

When implementing this policy, we will engage in sincere discussion and dialogue with our stakeholders.

< Disclosure of Information >

We will disclose information about our human-rights initiatives via our website etc. at the appropriate timing.

< Education and Awareness >

Regular education and training will be provided to executives, employees, and other members of the Group so that this policy is followed throughout the Group's business activities.

This policy was approved by YAMASHIN-FILTER CORP.'s Board of Directors on June 14, 2023.

Atsuhiko Yamazaki  
Representative Director and President  
YAMASHIN-FILTER CORP.  
June 14, 2023