

Respect for Human Rights

Human Rights Policy

As a global enterprise, the YAMASHIN-FILTER Group recognizes its responsibility for ensuring that human rights are respected throughout the entire value chain, and has accordingly established a Human Rights Policy in compliance with international standards, including the United Nations Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

 **YAMASHIN-FILTER Group Human Rights Policy**
https://www.yamashin-filter.co.jp/eng/sustainability/social/main/01/teaserItems1/05/linkList/00/link/GroupHumanRightsPolicy_English.pdf

Harassment Survey and Follow-up

In order to create an employee-friendly in-house working environment in which human rights are respected, we have put in place both internal and external consultation hotlines so that employees and business partners can anonymously report any harassment or other human rights violations that they are affected by or become aware of (see p.35).

No consultations were handled during FY2023. The findings of individual interviews, however, revealed that an incident of suspected power-based harassment had occurred, and we responded by providing guidance to the parties involved, with consideration given to the wishes of the consulting party. Besides seeking to enhance awareness by implementing periodic training in relation to harassment prevention, we also strive to ensure that requests for consultation are handled properly, by providing lectures for managers on the proper handling of consultations and their content.

Identifying Human Rights Risks

In FY2022, we held study sessions on human rights issues and initiatives for employees and overseas subsidiary managers as part of our practice of global human rights due diligence. We also conducted a survey on human rights risks that could occur within the group.

Most recently, we subjected employees at our domestic sites (YAMASHIN-FILTER, AQC) to a more detailed survey on human rights risks to identify human rights risks at our company. As future action, we will expand the scope of the survey to overseas employees, and for group-wide risks, ascertain vulnerabilities in our management framework and identify areas needing refinement to tie them into improvement activities.

Human Rights Risk Identification and Evaluation Process

1. Held a briefing about the survey on human rights risks

2. Conducted the survey

Selected anticipated stakeholders for anticipated human rights risks. The level of impact was evaluated using two axes: severity and possibility of occurrence.

3. Mapping of human rights risks

A score was given to the severity and possibility of occurrence, and then the weighted average was calculated and mapped.

Future initiatives

- Conducting a survey on overseas employees to identify group-wide human rights risks
- Grasping vulnerabilities in our group-wide risk management framework and identifying improvements for high risks before conducting improvement activities
- Raising awareness and increasing understanding about human rights risks through training
- Grasping the state of impact from human rights risks and examining appropriate measures through dialogue with external stakeholders, etc.