

# Press Kogyo Group Human Rights Policy

Our group recognizes the "respect for human rights" as a social responsibility that we should fulfill as a corporation, and based on our "Vision / Mission / Values," we have established the "Press Kogyo Group Human Rights Policy (the Policy)." Under the Policy, we respect the human rights of all stakeholders involved in our business activities and aim to realize sustainable society.

## 1. Compliance with International Norms and Laws

Our group supports and respects international human rights norms (including "Universal Declaration of Human Rights," "International Covenants on Human Rights," "ILO Declaration on Fundamental Principles and Rights at Work," and "United Nations Guiding Principles on Business and Human Rights") and conducts business activities.

We comply with the laws of the countries or regions where we conduct our business activities. In cases where there is a conflict between internationally recognized human rights and the laws and regulations of each country or region, we will seek ways to honor the principles of internationally recognized human rights.

## 2. Scope of Application

The Policy applies to all officers and employees of our group. We will also strive to encourage that all stakeholders involved in our business activities understand the Policy and work together to respect human rights.

## 3. Implementation of Human Rights Due Diligence

We identify and strive to prevent, mitigate, and remediate the adverse impact on the human rights of stakeholders involved in our business activities.

We will also continuously verify and improve the effectiveness of our efforts, and disclose information on specific initiatives.

## 4. Correction and Remediation

If our group becomes aware that our business activities have directly or indirectly caused or contributed to adverse impacts on human rights, we will take appropriate measures to correct and remediate the situation.

## 5. Dialogues and consultations with Stakeholders

We engage in dialogues and consultations with stakeholders involved in our business activities and strive to respond responsibly.

## 6. Education and Training

We implement necessary education and training to understand the Policy and establish it in our business activities in our group.

## 7. Continuous Review of the Human Rights Policy

We continuously review the Policy in light of changes in the internal and external environment and the direction of our business activities, and update and revise it as necessary.

## 8. Responsibilities for the Policy and related initiatives

The policy was decided upon with the approval of the Board of Directors, and the President and CEO shall be in charge of promoting specific initiatives related to the Policy.