



# Sango Group Human Rights Policy

We, the Sango Group, wish to contribute to the sustainable development of a harmonious balance between society and the Earth through our corporate activity. At the same time, we recognize that this can only be achieved when all Sango Group activities respect human rights.

This philosophy is articulated in this “Sango Group Human Rights Policy” (hereinafter: “Policy”).

In the development of a Sango Group global footprint, this Policy has been established as the top human rights policy within the Sango Group, and all members of the Group are expected to observe it.

## 1. Basic Policy

The Sango Group supports such international as the UN’s “International Bill of Human Rights” and the “ILO Declaration on Fundamental Principles and Rights at Work” of the International Labour Organization (ILO). Along with respecting these norms, we also consider them to be a framework for the execution of the UN “Guiding Principles on Business and Human Rights” and we adhere to the laws of the countries and regions where business activities are conducted. In cases where international norms and a certain country’s laws differ, we will follow whichever standard is higher, or, in the case where they conflict, we will seek ways to respect international human rights norms.

## 2. Scope

This Policy applies to all executives and employees of the Sango Group. In addition, we ask all business partners, including suppliers for their understanding and support of this Policy.

## 3. Responsibility for Respecting Human Rights

We are aware of the potential negative impact on society that Sango Group business activities could have. The Sango Group will strive to ensure that no infringement of human rights occurs to people affected by our business activities, and in the case where a negative impact on human rights occurs, we will respond appropriately to take corrective action.

<Priorities>

The Sango Group places the following themes as priorities with regard to respecting human rights.

- Forced labor
- Child labor
- Unfair treatment of foreign workers
- Harassment
- Discrimination, diversity



#### **4. Human rights risk assessment, infringement prevention, and relief**

The Sango Group will endeavor to construct a system of human rights due diligence, identify negative impacts on human rights, and strive to prevent or mitigate such negative impacts. In addition, if Sango Group business activities directly lead to a negative impact on human rights, or indirectly leads to a negative impact through business partners, etc., or a clear promotion of such a situation occurs, the Sango Group will take up relief measures and the prevention of recurrence through dialogue and appropriate procedures.

#### **5. Training and awareness activities**

To ensure that this Policy permeates both within the company and externally, the Sango Group will carry out appropriate training and awareness activities for all executives and employees, striving to mitigate or prevent any negative impact on human rights. In addition, the Policy will be reflected in any policy, guideline or work procedure related to this Policy.

#### **6. Dialogue and discussion with stakeholders**

In the process of executing this Policy, the Sango Group will hold sincere dialogue and discussions with stakeholders.

#### **7. Confirmation of progress and disclosure of information**

The Sango Group will monitor the status of adherence to this Policy and make improvements where necessary. In addition, the status of initiatives related to human rights will be disclosed on the Sango web site.

This Policy has been approved by the board of directors for Sango Co., Ltd. and signed by the President and CEO.

Established: July 28, 2023

Sango Co., Ltd.

Representative Director & Executive President

A handwritten signature in black ink, reading "Takashi Tsunekawa".