

KROSAKI HARIMA GROUP HUMAN RIGHTS POLICY**1. Commitment to respecting human rights**

The Krosaki Harima Group recognizes that respect for human rights is essential to its corporate activities. Guided by Our Corporate Philosophy, which embodies our purpose to build a sustainable world where future generations can thrive, and in line with our D&I Policy that underscores our dedication to diversity and inclusion, we conduct business with high ethical standards as a global corporate group.

2. Respect for international norms

The Krosaki Harima Group supports and respects internationally-recognized human rights (freedom of association, right to organize, right to collective bargaining, the elimination of forced or compulsory labor, the abolition of child labor, the elimination of discrimination in respect of employment and occupation, and a safe and healthy working environment, etc.) expressed in the "International Bill of Human Rights" and "ILO Declaration on Fundamental Principles and Rights at Work" by the International Labour Organization (ILO) and "Guiding Principles on Business and Human Rights" by the United Nations.

3. Scope

This policy shall be applicable to all officers and employees of the Krosaki Harima Group. The Krosaki Harima Group also seeks ways that all stakeholders, including suppliers, understand and support this policy.

4. Compliance with applicable laws and regulations

The Krosaki Harima Group complies with laws and regulations of the countries and regions in which the Group promotes business activities. In regions where internationally recognized human rights are not appropriately protected by laws and regulations, the Group strives to respect internationally recognized human rights to the fullest extent possible.

5. Human rights due diligence

The Krosaki Harima Group establishes a system for human rights due diligence to identify, prevent and mitigate adverse human rights impacts and seeks to promote continuous practice and improvement of the system.

6. Remedial actions

In the event that it is revealed that the Krosaki Harima Group has caused or contributed to an adverse human rights impact in its business activities, the Group strives to take appropriate measures towards remediation thereof.

7. Education

The Krosaki Harima Group strives to provide appropriate ongoing education to its officers and employees on respect for human rights.

8. Dialogues and discussions with stakeholders

The Krosaki Harima Group strives to promote dialogues and discussions with internal and external stakeholders regarding the Group's initiatives for respect for human rights in its business activities.

9. Information disclosure

The Krosaki Harima Group appropriately discloses information regarding its initiatives concerning respect for human rights and their progress through the website and other means.

10. Promotion system

The Krosaki Harima Group has Krosaki Harima Corporation's Sustainability Promotion Committee promote and monitor compliance with this policy and initiatives for respecting human rights, and important matters are submitted and reported to the Board of Directors of Krosaki Harima Corporation.

TRL Krosaki formally adopts and commits to follow the provisions of Krosaki Harima Group Human Rights Policy.



(P. K. Naik)
Managing Director

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