



Mitsuboshi Belting Group Human Rights Policy

In line with the Corporate Philosophy of “to give attentive consideration to both humanity and nature,” the Mitsuboshi Belting Group will be collaborating with stakeholders to engage in activities that respect and honor human rights. Through these activities, we will fulfill our corporate responsibility in respecting human rights as provided in the Guiding Principles on Business and Human Rights issued by the UN.

■ Scope of application

This Policy applies to all officers and employees of the Mitsuboshi Belting Group, and we will encourage our business partners to support this Policy and make efforts to better respect human rights.

■ Compliance

Mitsuboshi Belting Group’s business activities in various countries and regions are to be conducted in compliance with the laws and regulations of each country. In our efforts to respect human rights, if laws and regulations do not comply with the United Nations’ International Bill of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, we will give these two international principles as much priority as possible.

■ Performing Human Rights DD

In implementing this Policy, we will regularly perform Human Rights DD to identify risks (negative impacts on human rights), identify implementation issues, formulate implementation plans, monitor and evaluate implementation details, and deploy evaluation results so as to continuously improve our undertaking.

■ Implementation system

To ensure reliable and speedy achievement of goals set for initiatives related to respect for human rights, an organization in which officers serve as implementation managers will be formed in order to perform Human Rights DD and report the details to top management. We will also disclose information to stakeholders in an appropriate manner and actively engage in dialogue and consultation. Should a human rights infringement case arise in business activities of Mitsuboshi Belting Group or our business partners, we will immediately rectify the situation in accordance with international standards.

■ Education

This Policy will be communicated to officers, employees and stakeholders of the Mitsuboshi Belting Group, and will be disclosed in an easily accessible manner. We will also provide appropriate education to promote awareness and deepen understanding.