

Techno Associe Group Human Rights Policy

1. Basic approach

The Techno Associe Group has an unchanging basic policy of conducting fair business activities under high corporate ethics based on Business Spirit, Corporate Principles and Charter of Corporate Behavior, which are the basic spirit. The Techno Associe Group recognizes that all its business activities must be based on respect for human rights for its continuous development together with the global society. The Techno Associe Group will promote initiatives to respect human rights throughout the Group and strive to fulfill its responsibilities.

2. Positioning

The Techno Associe Group adheres to and respects the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights), which stipulates basic human rights that all people in the world should enjoy, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, which stipulates fundamental rights on labor (freedom of association and the right to collective bargaining, prohibition of forced labor, effective abolition of child labor, elimination of discrimination in employment and occupation), the United Nations Declaration on the Rights of Indigenous Peoples and the Children's Rights and Business Principles. In addition, based on the 10 Principles of the United Nations Global Compact and the UN Guiding Principles on Business and Human Rights, we have established the Techno Associe Group Human Rights Policy (hereinafter referred to as the "Policy") to promote efforts to respect human rights. In the Policy, we also pledge to take initiatives to respect human rights based on Business Spirit, Corporate Principles and Charter of Corporate Behavior of the Techno Associe Group.

3. Scope

The Policy applies to all officers and employees of the Techno Associe Group (all employees, including officers, regular employees and contract employees). The Techno Associe Group also requires all business partners involved in its business activities to comply with the Policy.

4. Responsibility for respecting human rights

The Techno Associe Group pledges to fulfill its responsibility for respecting human rights by not infringing on the human rights of people affected by its business activities and taking appropriate measures to correct any negative impacts on human rights that occur in its business activities. In cases where any business partners or other stakeholders are causing negative impacts on human rights, we will also ask those partners to respect human rights and not violate them.

(1) Human rights due diligence

The Techno Associe Group will establish a mechanism for human rights due diligence and continuously implement it to fulfill its responsibility for respecting human rights through the implementation of the UN Guiding Principles on Business and Human Rights. Human rights due diligence includes the identification and assessment of potential or actual negative impacts on human rights and the implementation of measures to prevent or mitigate those risks.

(2) Education

The Techno Associe Group will give appropriate education to its officers and employees.

(3) Compliance with applicable laws and regulations

The Techno Associe Group will comply with the domestic laws and regulations in each of the countries in which it conducts business activities. In the meantime, when there is a discrepancy between internationally recognized human rights and national laws, the Techno Associe Group will pursue methods to respect the international principles of human rights.

(4) Dialogues and consultations

In the series of initiatives under the Policy, the Techno Associe Group will utilize expertise of independent outsiders on human rights and have dialogues and consultations with stakeholders in good faith.

(5) Information disclosure

The Techno Associe Group will disclose the progress of its efforts to respect human rights based on the Policy on its website and in reports, etc.

5. Remedy

If it becomes clear that the Techno Associe Group has caused or been involved in a negative impact on human rights, the Group will work to remedy the situation through appropriate procedures.

June 16, 2023

Tomoaki Nagano, President

長野友明

TECHNO ASSOCIE CO., LTD.