

## **[Appendix] Our Efforts to Address Individual Human Rights Issues**

### **●Diversity and Individual Dignity**

We respect the uniqueness of each individual, privacy, and diversity. We prohibit harassment and discrimination based on ideology, creed, religion, race, color, nationality, language, social status, origin, gender, sexual orientation, gender identity, gender expression, age, physical or mental disabilities, employment status, or hiring method. We do not engage in any form of acts that degrade the dignity of individuals.

Additionally, we strive to ensure that all individuals have equal opportunities to demonstrate their abilities to the fullest by implementing hiring, evaluation, and treatment based on fair and transparent standards. Furthermore, we are committed to building an inclusive workplace environment where people from diverse backgrounds can understand and support each other.

### **●Labor and Workplace Environment**

We do not allow any inhumane labor practices and strive to establish a supportive and suitable working environment.

- We do not tolerate any form of modern slavery, including human trafficking, within our operations.
- Recognizing migrant and foreign workers as vulnerable stakeholders, we do not tolerate any unfair treatment towards them.
- We do not engage in child labor, which constitutes hiring of children under the minimum working age as stipulated by the laws and regulations in the countries and regions where we operate. We ensure that infants and children are not forced into labor and thereby hindered their healthy growth and access to education.
- We respect freedom of association and the right to collective bargaining, in accordance with laws and regulations in the countries and regions where we conduct our business.
- Furthermore, we comply with laws and regulations related to minimum wages, vacation entitlements, health and safety, and labor practices, as well as adhere to appropriate working hours.
- We promote ethical recruitment activities in line with international labor standards and strive to maintain fair and transparent employment processes.

### **●Right to Privacy**

We comply with the laws and regulations concerning the personal information of respective countries and regions. We take all necessary and appropriate measures to ensure the security and safeguarding of personal information.

[\[Reference\] Privacy Policy | Sumitomo Rubber Industries, Ltd.](#)

●**Land Issues and Indigenous Peoples' Rights**

We respect the fundamental "Principle of Free Prior Informed Consent (FPIC)" and do not participate in any land-grabbing activities. In cases where we acquire land for plantations or industrial purposes, we take measures for affected indigenous peoples and local communities in accordance with the guidelines on FPIC principles as outlined in the "United Nations Reduction of Carbon Dioxide Emissions from Deforestation and Forest Degradation in Developing Countries" (UN-REDD\*).

Furthermore, we respect the rights of indigenous peoples and local communities to utilize forest resources for their livelihoods.

●**Consideration for Local Residents**

To prevent adverse impacts on the safety and well-being of the local communities near our business sites, we assess impacts on human rights including pollution prevention, proper wastewater treatment, and water stress, comply with international standards to prevent and mitigate risks, and take necessary measures.

●**Human Rights Abuses by Security Personnel**

When appointing security firms, we comply with the laws and regulations of the respective countries and regions. Additionally, in selecting security firms, we support international guidelines such as the Voluntary Principles on Security and Human Rights, the Code of Conduct for Law Enforcement Officials, and the Basic Principles on the Use of Force and Firearms.

●**Responsibility for Conflict Minerals**

We strive to implement "Responsible Mineral Sourcing" in our supply chain to prevent any complicity in human rights abuses associated with the mining and trading of minerals in conflict and high-risk areas.

[\[Reference\] Procurement Guidelines](#)

[\[Reference\] Supply Chain Management](#)

●**Ethical Marketing/ Product Safety and Quality**

We recognize preventing harm to life, body, or property by defects of our products, and providing products and services with the quality which does not hinder the trust from our stakeholders as the basis of our business activities. We provide safe products and services by complying with laws and regulations and following our quality management system throughout the entire process from research and development to manufacturing, processing, inspection, distribution, to sales.