

Origin Group Human Rights Policy

The Origin Group, including its subsidiaries and affiliated companies within the group supply chain, holds a steadfast commitment to the principles of human rights. In alignment with our core management philosophy and fundamental sustainability policy, we consider the respect for human rights, the inherent rights of individuals worldwide, to be among the foundational pillars of our business activities. Our primary objective is to enhance our corporate value in a sustainable manner.

We wholeheartedly endorse and uphold globally recognized principles and standards related to human rights, including the "ILO Declaration on Fundamental Principles and Rights at Work" by the International Labour Organization (ILO), the United Nations' "Ten Principles in Four Areas of the Global Compact," and the "Guiding Principles on Business and Human Rights." Our comprehensive human rights policy is crafted in accordance with these esteemed principles and norms.

1. Scope of the Human Rights Policy

The Human Rights Policy, hereinafter referred to as the 'Policy,' applies to all officers and employees within the Origin Group. Furthermore, in accordance with this Policy, we will request all of our business partners, including procurement partners, suppliers, and other affiliated parties, to uphold human rights and refrain from violating them.

2. Respect for Human Rights

We consider the following aspects crucial and will actively address them.

(1) Prohibition of discrimination

Prohibit discrimination based on gender, age, nationality, ethnicity, race, place of birth, religion, creed, disability, sexual orientation, gender identity, etc.

(2) Respect for workers' rights

Ensuring occupational health and safety, Prohibition of all forms of Harassment, Prevention of forced labor, including human trafficking and child labor, Respect for the rights of foreign and immigrant workers, Freedom of association and Respect for collective bargaining, Ensuring minimum wage, and Prevention of excessive working hours through proper work time management

(3) Respect for human rights of vulnerable groups

Respect for the human rights of women, children, persons with disabilities, minorities, and the elderly.

(4) Protection of personal information and privacy

3. Implementation of Human Rights Due Diligence

Through our human rights due diligence process, we identify and assess potential and actual negative impacts on human rights and work to prevent or

mitigate human rights risks through the human rights due diligence process.

4. Remedies

When it becomes evident that our business activities, products, or services have resulted in or contributed to adverse human rights consequences, we will take corrective actions through suitable procedures.

5. Grievance Redress Mechanism

We have established internal and external reporting channels that are accessible to relevant stakeholders to ensure that complaints involving negative human rights impacts are addressed at an early stage and that direct remedies are available. In addition, we prohibit any disadvantageous treatment or retaliatory measures against whistleblowers and thoroughly protects whistleblowers.

6. Education

We provide appropriate education and training to all directors, officers, and employees to ensure that this policy permeates the entire Company.

7. Dialogue and Consultation

We engage in dialogue and consultation with relevant stakeholders regarding our response to risks and actual impacts on human rights.

8. information disclosure

We appropriately disclose and report information regarding this policy and related initiatives.

Origin Co., Ltd.

President

Hideki Inaba

Date of enactment October 1, 2023