

Policy on Human Rights

The AS ONE Group endeavors to comply with the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and other international standards relating to human rights, based on the UN Guiding Principles and Business and Human Rights. Referencing these standards as basic policy, we respond to employees, business partners, and all individuals involved with respect, trust, and empathy.

1. Compliance with applicable laws and regulations

We comply with applicable laws and regulations, and respect internationally accepted human rights principles.

2. Prohibition on forced labor and child labor

We prohibit all forms of forced labor and employment of young workers under the age of 18 in hazardous work.

3. Prohibition on discrimination

We respect all human rights and do not condone discrimination and harassment based on race, ethnicity, nationality, religion, ideology, creed, gender, sexual orientation, gender identity, disability, age, social status, occupation, or differences in employment status.

4. Consideration for work hours and appropriate wages

We establish rules on employment concerning appropriate work hours, working overtime and late at night, holidays, and time off, based on the Labor Standards Act and labor-management agreements. We also endeavor to pay wages at a level that enables employees to cover the necessities of life and establish rules on wages that meet the legal requirements on statutory pay and deductions, overtime work, and other legal requirements.

5. Freedom of association and right to collective bargaining

We respect the right of workers to collective bargaining as the means for concluding labor-management agreements.

Enacted January 16, 2025