



HANWA CO., LTD.

1-13-1 Tsukiji, Chuo-ku, Tokyo 104-8429, Japan

June 27, 2022
Hanwa Co., Ltd.

Establishment of “Hanwa Group Human Rights Policy”

Hanwa Co., Ltd. (“Hanwa”) has established the "Hanwa Group Human Rights Policy" at a resolution of the Board of Directors in light of the growing awareness of human rights issues and corporate social responsibility.

We have a management philosophy of responding to the diverse needs of customers and contributing to society as a "distribution specialist." Based on this philosophy, we aim to realize a sustainable international community and local community through our business.

The Group, which operates in various countries around the world, believes that respect for human rights is the foundation of our business, and we will clarify this concept in this policy and strive to fulfill this responsibility.

Attachments:

Hanwa Group Human Rights Policy

For further information, please contact:
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Hanwa Group Human Rights Policy

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1. Scope of application

This policy applies to all officers and employees of the Group.

We also expect our suppliers and other business partners and other related parties to respect this policy.

2. Support for international norms and principles regarding human rights

The Group supports and respects international norms on human rights including the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights), which stipulates the basic human rights for all people around the world, and the ILO Declaration on Fundamental Principles and Rights at Work by the International Labour Organization (ILO), which stipulates the fundamental rights regarding labor (freedom of association and collective bargaining rights, the elimination of forced or compulsory labor, the abolition of child labor, and the elimination of discrimination in respect of employment and occupation).

Also, the group supports and respects the Guiding Principles on Business and Human Rights endorsed by the UN Human Rights Council in 2011.

3. Human rights due diligence

The Group will endeavor to understand, prevent or mitigate the negative human rights impacts that may be caused through its business.

4. Remedy

If the Group's business activities cause or reveal a negative impact on human rights, we will work to correct them through appropriate procedures and dialogue.

5. Dialogue and discussion

The Group will hold dialogues and discussions with related stakeholders as appropriate in efforts in line with this policy.

6. Education and enlightenment

The Group will provide appropriate education to officers and employees and strive to prevent

negative impacts on human rights.

7. Report

The Group will appropriately report on its efforts to respect human rights in this policy through various reports and websites.

June 24, 2022

Representative Director and President

Yoichi Nakagawa