

# CMIC Co., Ltd. Human Rights Policy

## 1. Basic Approach to Human Rights

We understand that our business activities may affect human rights and promise to respect them. To this end, we will support and respect the following international norms.

- International Bill of Human Rights, which stipulates the fundamental human rights of all people (Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights)
- ILO Declaration on Fundamental Principles and Rights at Work (including the core labor standards of prohibition of child labor, prohibition of forced and compulsory labor, elimination of discrimination and recognition of the right to freedom of association and collective bargaining) of the International Labor Organization (ILO), which provides for fundamental rights at work
- Convention on the Rights of Workers, including Wages and Working Hours
- United Nations Declaration on the Rights of Indigenous Peoples
- United Nations Global Compact Ten Principles
- “Ethical Principles of Medical Research for Human Subjects (Declaration of Helsinki)”

## 1. Comply with national laws and regulations

We will comply with the human rights laws of each country and regions in which we operate. In addition, if the laws and regulations of the relevant country do not correspond to international norms, we will comply with higher standards, and if there is a conflict, we will seek ways to find common ground.

## 2. Human rights in the workplace

We will respect diversity, prohibit all forms of discrimination and harassment, and comply with laws and labor practices domestically and internationally. In addition, we will promote diversity and inclusion and create a safe and rewarding work environment so that employees can work with peace of mind.

## 3. Training on human rights

Regular educational sessions are provided to all directors and employees. Separate training sessions for management are also provided.



#### 4. **Human rights remedies**

In the event of a human rights breach in connection with our business activities, we will take remedial measures by grasping the situation and taking appropriate measures.

We seek the understanding of our human rights philosophy among our business partners who are involved in the business of CMIC Co., Ltd. and its consolidated subsidiaries.

#### **Supplementary Provisions**

1. The control, revision and abolishment of this Policy shall be in accordance with the Exhibit of the Regulations on Control of Rules and Regulations.
2. This Policy shall be implemented from May 1, 2025.

