

Sumitomo Precision Products Group Human Rights Policy

Sumitomo Precision Products Co., Ltd and its affiliated companies (hereinafter referred to as the "our group") aims to develop its business and expand its corporate value in an enduring manner by utilising its accumulated technologies and partnerships with customers to identify new needs in line with changes in society based on Sumitomo's business spirit of "placing prime importance on conducting business with integrity and sound management" and the corporate philosophy of "Toward a Promising Future." We have established this human rights policy because we believe that respecting the human rights of all people involved in our group and its supply chain in the conduct of our business activities is one of the most important matters for a company.

1. Our group's vision

Our group respects human rights as set out in the International Bill of Human Rights (the Universal Declaration of Human Rights and the International Covenant on Economic, Social and Cultural Rights) and in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, and operates in accordance with the United Nations Guiding Principles on Business and Human Rights.

We aim to fulfill our responsibility to respect human rights by ensuring that our business activities do not infringe on the human rights of those affected by the Group's business through the Group and its supply chain, and by addressing any negative impacts on human rights in our business and trading activities.

2. Scope of application

We apply this policy to all executives and employees of our group and require our supply chains as well to support and follow our policy, thereby promoting respect for human rights.

3. Human rights due diligence

In order to fulfill its responsibility to respect human rights, our group will continue to recognize, prevent and mitigate any possible negative human rights impact on society through its human rights due diligence initiatives. If our group identifies that its activities are having a negative impact, we will strive to remedy this by taking appropriate steps to rectify the situation.

4. Compliance with applicable laws and regulations

Our group respects international human rights principles and complies with the laws and regulations of the countries and regions in which we operate.

5. Internal training

Our group will promote appropriate awareness-raising trainings to ensure that our group's executives and employees understand and effectively implement this policy.

6. Respect for human rights throughout our supply chains

In the Code of Conduct and Compliance Manual, we have set forth the guiding principle of respecting the basic human rights of people we come into contact with in all situations.

Moreover, Sumitomo Precision Products Group Procurement Policy does not permit forced labour or child labour, and we require our suppliers to follow our policy.

7. Dialogue and consultation

Through the establishment of a Compliance Hotline, which is open not only to our group but also to our business partners, we are committed to identifying potential and actual human rights impacts and to engaging in dialogue and consultation with relevant external stakeholders on the measures to be taken.