

Human Rights Management

DRB Industrial Human Rights Management Declaration

DRB Industrial values a responsible mindset toward society based on its core values of 'honesty, integrity, and trust,' and in this regard, we strive to implement respect for human rights and human dignity, which are basic human entitlements.

To this end, DRB Industrial supports the human rights principles enshrined in the 'Universal Declaration of Human Rights' and the 'UN Guiding Principles on Business and Human Rights (UNGPR)' and seeks to integrate the resultant 'UN Global Compact Ten Principles' into its Human Rights Management Policy.

DRB Industrial is working to apply its Human Rights Management Policy to all business sites and members involved in its business activities across the world and to build and monitor an operational system for its implementation and management of potential human rights risks. Furthermore, we view risks that may result in major human rights abuses as an essential management issue for the company, and thus, we ensure that this policy is communicated to all stakeholders, including customers and partner companies, who are affected by our management activities.

As a company that fulfills its social responsibilities and pursues the happiness of all workers and stakeholders, DRB Industrial is contributing to the healthy development of society by adhering to national laws in all environments and respecting and safeguarding human rights.

CEO of DRB Industrial, Ken Taniyama

TANIYAMA KEN

Human Rights Management

DRB Industrial Human Rights Management Principles

1. Respect for Human Rights

- DRB Industrial respects the human rights of all stakeholders including all members, business partners, and customers, and strives to prevent any acts that violate or abuse them.
- DRB Industrial prohibits verbal, physical, or visual behavior that is offensive to others, including sexual harassment.

2. Respect for Diversity and Non-Discrimination

- DRB Industrial respects diversity and strictly prohibits all discrimination based on race, religion, disability, gender, academic background, age, physical characteristics, country of origin, and political opinion in relation to all business activities.
- DRB Industrial provides equal opportunities to all members in recruitment, promotion, training, and compensation, and strives to discourage gender-discriminatory customs and protects female employees' motherhood and work-family balance.

3. Prohibition of Forced Labor

- DRB Industrial does not force individuals to work outside of their free will through any kind of mental or physical restraint including slavery, human trafficking, and bonded labor. DRB Industrial does not require the transfer of an individual's identity card, passport and work permit as a precondition for employment.

4. Prohibition of Child Labor

- DRB Industrial complies with UNICEF's Child Rights and Management Principles (CRBP), labor principles recommended by the International Labor Organization (ILO), and the labor laws of each country where the company operates. We do not employ children or adolescents under the age of 15. In addition, when employing youth under the age of 18, DRB Industrial does not assign them work that is hazardous to health and safety, including night shifts and overtime.
-

Human Rights Management

5. Guarantee of Freedom for Collective Bargaining

- DRB Industrial guarantees freedom of association and the right to collective bargaining in accordance with the laws and regulations of the countries where we operate. We do not treat an individual unfairly for reasons such as forming, joining, or engaging in trade unions, and aim for mutual prosperity based on trust between labor and management.

6. Safety and Health

- DRB Industrial guarantees and provides safety and a clean working environment to all members.

7. Wage

- DRB Industrial sets the wages at a level that exceeds the minimum wage prescribed by the laws and regulations of countries where we operate.

8. Work hours

- DRB Industrial complies with the laws and regulations of countries where we operate related to regular work hours and overtime hours and does not force members to work more than legal hours. We provide fair compensation commensurate with the provision of work.

9. Protection of Human Rights of Local Residents

- DRB Industrial manages our activities to ensure that the human rights of local residents as the environment, safety and health, and freedom of residence are not violated. We also collect opinions according to relevant laws and regulations and respect the autonomy and traditional values of the local community.

10. Protection of Human Rights of Customers

- DRB Industrial takes necessary precautions in accordance with the standards of the law in providing products and services to protect the life, health and safety of customers.

11. Environmental Rights

- DRB Industrial recognizes environment and energy as a major factor in management activities, and strives to realize a sustainable, low-carbon, and eco-friendly economy as a corporate citizen.
 - DRB Industrial strives to restore the natural ecosystem and preserves biodiversity by efficiently utilizing natural resources and by-products.
-