



## **NORITAKE Group**

# **Human Rights Policy**

The Noritake group's management philosophy has been based on the founder's spirit - "contributing to society through our business operations", and we have been conducting business activities with the aim of becoming a company that promotes the well-being of people and communities.

We recognize that human rights of all people must be respected, and will continue to strive to uphold the dignity of anyone affected by our business operations, based on the "International Bill of Human Rights," the "Core Labour Standards" of the International Labour Organization (ILO), and the United Nations "Guiding Principles on Business and Human Rights".

### **[Compliance with Applicable Laws]**

**We comply with the laws and regulations of each country and region where we operate. However, in cases where the laws and regulations of each country and region where we operate are inadequate or in conflict with international norms, we seek ways to respect internationally recognized human rights principles.**

### **[Scope of Application]**

**This Human Rights Policy applies to all directors, officers and employees of the NORITAKE Group. We also expect all of our business partners including our customers to understand and support this Human Rights Policy and its associated initiatives.**

### **[Code of Conduct]**

#### **■ Prohibition of Discrimination:**

**We respect fundamental human rights, and we never engage in unjustified discrimination based on age, gender, birthplace, nationality, race, presence of disability, religion, political affiliation, beliefs, social status, sexual orientation, gender identity, or any other factors in any employment-related activities, including recruitment, promotions, compensation, dismissals, retirements, task assignments, and disciplinary actions.**

**■ Prevention of Harassment:**

**We respect fundamental human rights, and we unequivocally reject psychological or physical abuse, coercion, harassment, or any other inhumane treatment. Should the aforementioned incidents occur, we promptly and appropriately address them.**

**■ Education:**

**We promote appropriate education and training programs so that each individual comprehends human rights issues correctly and that this Human Rights Policy is embraced throughout the organization by all directors, officers and employees.**

**■ Prohibition of Forced Labor:**

**We guarantee that all work undertaken is voluntary and that employees are free to resign from their employment, and we never engage in forced labor and human trafficking.**

**■ Prohibition of Child Labor:**

**We respect Children's Rights, and never employ individuals below the minimum age required by applicable laws and regulations of each country and region where we operate.**

**■ Fair Remuneration:**

**We conform to relevant laws and regulations of each country and region where we operate regarding minimum wage, overtime, wage deductions, piece-rate payments, and other benefits.**

**■ Working Hours:**

**We comply with laws and regulations of each country and region where we operate for governing employees' working hours, and granting of rest days and annual paid leave.**

**■ Occupational Health and Safety:**

**We comply with applicable laws and regulations of each country and region where we operate concerning health and safety in the workplace, and we secure a working environment that ensures safety and health of our employees, and strive to prevent accidents and disasters.**

■ **Freedom of Association and Collective Bargaining:**

**We respect the right to freedom of association and collective bargaining as prescribed by applicable laws and regulations of each country or region where we operate.**

■ **Human Rights Due Diligence:**

**We promote activities to identify the negative impact on human rights that could be caused through our business activities, and to prevent and mitigate such risks.**

■ **Remediation:**

**In the event that our business activities directly or indirectly result in negative impacts on human rights, we will engage in dialogue with our relevant stakeholders in good faith and undertake appropriate and effective remedial actions.**

■ **Dialogue and Consultation with Stakeholders:**

**In implementing this Human Rights Policy, we will engage in sincere dialogue and consultation with our relevant stakeholders.**



Representative Director & President  
NORITAKE CO., LIMITED  
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