



Our Policy on Respecting Human Rights

SNBL supports the Guiding Principles on Business and Human Rights and encourages business activities that respect the human rights of all stakeholders, including officers, employees, business partners and local communities among many others, based on its original code of ethics pursuant to the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and other international guidelines, related Japanese laws and our corporate philosophy, namely “We are a company that values the environment, life, and people.”

1. SNBL prohibits discrimination based on gender, age, academic background, assets, race, ethnicity, language, nationality, place of birth, appearance, handicap in physical or intellectual function, sexual orientation, gender identity, religion, political belief, thought and creed and other matters that are within the scope of legal protection. Also, SNBL uses human resources in a fair and equitable manner based on individuals' abilities and job responsibilities.
2. SNBL does not accept forced labor, slavery or human trafficking of any form.
3. SNBL protects child welfare and does not allow employment of a child unless otherwise approved legally.
4. Based on laws, SNBL respects basic labor rights such as freedom of association, workers' rights to organize and collective bargaining rights.
5. SNBL follows laws concerning the protection of personal information and related laws and ordinances and handles personal information properly.
6. SNBL prevents discrimination, harassment and other inappropriate acts both internally and externally and provides education in respecting human rights through seminars and other activities to build an environment in which employees embrace diversity and respect and cooperate with each other.
7. SNBL secures continued opportunities for dialogue with stakeholders, understands the impact of its business operations on human rights and discloses information about its handling of the impact and related efforts on the company's website and other media.
8. If it is clear that SNBL has induced, promoted or become directly connected with a negative impact on human rights, the company will take appropriate measures to correct the problem and will expand its point of contacts to ensure that is easily accessible to stakeholders. In this way, the company builds an effective response mechanism.
9. This policy applies to all officers and employees of SNBL. Moreover, we require all stakeholders throughout our supply chain to understand this policy and cooperate in following it.

Established in October 2021