



Policy on Prevention of Discrimination and Harassment

SNBL operates its business with respect for the human rights of all of its stakeholders such as officers, employees, business partners and local communities. Based on its corporate philosophy of “We are a company that values the environment, life, and people,” the company prevents discrimination and harassment and strives to maintain a work atmosphere in which every individual can be respected and work full of energy.

1. SNBL prohibits discrimination based on gender, age, academic background, assets, race, ethnicity, language, nationality, place of birth, appearance, disability in physical or intellectual function, sexual orientation, gender identity, religion, political belief, thought and creed and other attributes that are within the scope of legal protection. SNBL also prohibits mental, physical, sexual or any other kind of harassment, bullying or other inappropriate acts based on any of the reasons mentioned above (hereinafter "discrimination, harassment and suchlike").
2. SNBL expects each employee to respect others, understand and cooperate with one another and build a good atmosphere in the workplace. To this end, the company organizes regular workshops on the prevention of discrimination, harassment and suchlike and provides opportunities for deepening the staff's understanding about discrimination, harassment and suchlike. SNBL also expects each of its employees to work to prevent and eliminate discrimination, harassment and suchlike
3. At SNBL, discrimination, harassment and suchlike may be subject to disciplinary action based on work rules or other internal regulations or procedures. Even if such an act has been conducted by a person who is not an SNBL employee, the company will take corrective action that is appropriate for the given situation.
4. SNBL has established an office to accept reports from all stakeholders including direct victims of discrimination, harassment and suchlike on an inappropriate act or the possibility of it occurring, and encourages use of the office. In addition, SNBL prohibits any act of retaliation against or disadvantageous treatment of whistleblowers, or those who have reported an inappropriate act or cooperated in an investigation or confirmation of related facts. The company exercises utmost care so as not to allow such retaliation or disadvantageous treatment.
5. As a result of the investigation of the facts, whenever an act of discrimination, harassment or suchlike is shown to have existed, SNBL would discuss measures to prevent its recurrence and take appropriate and necessary measures which may include, among other things, the formulation of a plan to prevent a recurrence as well as disciplinary action against the violator.
6. 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.