



Our Policy on Respecting Human Rights

SNBL supports the philosophy of the United Nations Guiding Principles on Business and Human Rights (UNGP) and endorses international norms relating to human rights, including the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the Children's Rights and Business Principles, as well as related domestic laws and regulations.

In line with our corporate philosophy, "We are a company that values the environment, life, and people," and based on our original code of ethics, we promote business activities that respect the human rights of all stakeholders, including officers, employees, business partners, and local communities.

This policy applies to all officers and employees of SNBL and its affiliates, and we expect all business partners, including those throughout our supply chain, to understand and comply with this policy. We disclose this policy publicly on the company website and ensure that it is communicated to all employees in Japan and overseas through training and education programs, beginning with new employee onboarding. We take appropriate steps to communicate matters concerning this policy to all business partners, including those across our supply chain.

1. **Equal opportunities and prohibition of discrimination**

SNBL prohibits unfair discrimination based on gender, age, academic background, assets, race, ethnicity, language, nationality, place of birth, appearance, disability, sexual orientation, gender identity, religion, political beliefs, ideology, or any other class protected by law. SNBL is committed to managing human resources in a fair and equitable manner based on individuals' abilities and job responsibilities.

2. **Prohibition of forced labor**

SNBL does not tolerate any form of forced labor, slavery, or human trafficking.

3. **Respect for children's rights and prohibition of child labor**

SNBL respects and protects child welfare and rights and does not tolerate any form of child labor. We strive to prevent negative impacts on children's rights throughout our business activities and supply chain, giving due consideration to children's healthy development and access to education.

4. **Respect for basic labor rights**

In accordance with applicable laws, SNBL respects fundamental labor rights, including freedom of association, the right of workers to organize, and the right to collective bargaining.

5. **Ensuring proper working conditions**

SNBL complies with labor-related laws and regulations applicable in each country and region where we conduct business and ensures proper working conditions. Specifically, we manage working hours appropriately, comply with minimum wage requirements, and pay overtime in accordance with applicable laws and regulations, while striving to prevent excessive working hours.

6. Providing a safe and healthy working environment

SNBL places the highest priority on the safety and health of employees and works to prevent occupational accidents and continuously improve the workplace environment.

7. Prevention of harassment and respect for diversity

SNBL prevents inappropriate conduct, including discrimination and harassment, both inside and outside the company. We strive to provide human rights education through training and other initiatives to create an environment that enables diversity in which employees respect, cooperate with, and thrive alongside one another.

8. Protection of privacy and personal information

SNBL complies with the Act on the Protection of Personal Information and other related laws and regulations and strives to appropriately manage and protect personal information.

9. Human rights due diligence

SNBL continuously conducts human rights due diligence to identify, assess, prevent, and mitigate any adverse human rights impacts in its business activities and supply chain.

10. Dialogue with stakeholders

SNBL secures opportunities for ongoing dialogue with stakeholders, including employees, business partners, and local communities, to understand human rights impacts related to its business and disclose its responses and the status of its initiatives through its website and other channels.

11. Remedy mechanisms

If SNBL becomes aware that it has caused, contributed to, or is directly linked to an adverse impact on human rights, we will work to remediate such impact through appropriate measures. In addition, we will expand communication channels that are accessible to stakeholders and provide effective response mechanisms.

12. Governance structure

SNBL's human rights initiatives are led by the officer responsible for sustainability in coordination with the executive officer in charge of each business segment. Progress on these initiatives is reported to the Board of Directors, who provide oversight periodic reviews of the status of our initiatives.

13. Information disclosure

SNBL appropriately discloses its human rights initiatives and progress through its website and other channels.

Established: October 2021

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