

Respect for Human Rights

The Proterial Group stipulates respect for human rights in the “Proterial Group Code of Conduct and the supplementary Proterial Group Human Rights Policy”. Our basic stance is to respect the rights of all persons involved in our business operations, and make all possible efforts to avoid infringing such rights.

The Proterial Group Human Rights Policy in Practice

We formulated the “Hitachi Metals Group Human Rights Policy” in December 2013 which was subsequently revised into the “Proterial Group Human Rights Policy” in January 2023. This policy recognizes the human rights stated in the “International Declaration of Human Rights and in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work” as representing the minimum starting point for such rights. It clearly

states that the Proterial Group pursues measures to observe the international principles of human rights. Specifically, we will implement human rights due diligence and appropriate education on the basis of the “UN Guiding Principles on Business and Human Rights”, while strictly observing the laws of the regions and countries in which we do business.

Initiatives on Human Rights Due Diligence

Human rights due diligence refers to defining and assessing impacts on human rights, taking action to prevent and redress negative impacts, and continually validating the effects of such actions. The Proterial Group will assess the actual and potential impact on human rights resulting from the business activities of the Company, our value chain, and develop countermeasures based on ranking human rights risks in terms of their “seriousness and

likelihood of occurring”, while putting countermeasures in place based on the level of priority.

We study priorities and countermeasures, including assessments by the procurement divisions regarding the impact on human rights in our supply chain, and assessments by the human resources divisions regarding the impact on the human rights of employees.

Human Rights Educational Activities and Harassment Prevention Efforts

We regularly use e-learning to conduct human rights education and training for each level of employee to systematically raise awareness of human rights. In addition, we established various harassment hotlines to incorporate the “Proterial Group Human Rights Policy” into all of our activities. As our business activities

expand rapidly on a global basis, we will enhance human rights awareness and support measures to prevent abuses of human rights based on differences of religion or nationality, the presence or absence of disabilities, gender, or other factors.

Efforts to Strengthen Global Human Rights Risk Management

In April 2021, we established the “Human Rights Risk Management Committee” as part of our efforts to strengthen global human rights risk management. Through these activities, we will promote sound management of human rights risks.