FUJIKURA COMPOSITES Human Rights Policy

FUJIKURA COMPOSITES Group, under the management philosophy of “valuing technological expertise, creativity, and proactive communication to enhance the quality of life and foster a sense of safety for everyone in society,” has established the “FUJIKURA COMPOSITES Human Rights Policy” based on the United Nations “Guiding Principles on Business and Human Rights.” We promote initiatives to respect human rights in all countries and regions
where our company conducts business.

1. Respect for International Human Rights Norms

FUJIKURA COMPOSITES Group conducts its business activities based on internationally recognized human rights principles.

・Prohibition of Forced Labor and Human Trafficking
Forced labor is not tolerated. Any form of modern slavery, including debt bondage and human trafficking, is also strictly prohibited.

・Prohibition of Child Labor
Child labor is not tolerated. The legally prescribed minimum working age is respected, and young workers under the age of 18 are not engaged in hazardous or harmful work.

・Prohibition of Discrimination
Any form of discrimination based on race, religion, gender, sexual orientation, gender identity, age, disability, nationality, place of origin, social background, or career history is strictly prohibited.

FUJIKURA COMPOSITES

・Prohibition of Harassment
Any action that threatens personal dignity, including power harassment, sexual harassment, maternity harassment, and harassment related to childcare or family caregiving leave, is strictly prohibited.

・Promotion of Diversity
The company aims to create a workplace where members with diverse attributes, values, and experiences coexist, recognize each other, and maximize their abilities while growing and achieving self-fulfillment in a safe working environment.

・Respect for Freedom of Association and Collective Bargaining Rights
Constructive dialogue is conducted between labor and management, ensuring respect for freedom of association and collective bargaining rights.

・Work Hours and Wages
Employee working hours, holidays, leave, and wages are appropriately managed in accordance with applicable laws in the country or region of operation.

・Occupational Safety and Health
Employee safety and health are protected according to applicable laws in the country or region of operation, aiming for a workplace environment conducive to physical and mental well-being.

・Respect for Privacy
Personal privacy is respected and protected. The handling of personal information complies with relevant laws, regulations, and internal policies.

・Impact on Local Communities
The company recognizes the potential impact of its business activities on local communities, including health, land rights, water access, and indigenous rights. Respecting local cultures and customs, it engages in dialogue and consultations with residents to prevent and mitigate negative effects on their rights, implementing necessary actions based on international norms.

・Responsible Sourcing of Raw Materials and Minerals
The company collaborates with business partners to promote responsible sourcing of raw materials and minerals.

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・High-Risk Situations
In situations with high risks of human rights violations, the company remains committed to its fundamental principle of human rights respect, exercising utmost caution to prevent violations.

2. Education and Awareness

FUJIKURA COMPOSITES Group provides necessary education and capacity development for all executives and employees to implement this policy.

3. Governance and Promotion System

The company's human rights initiatives are promoted under the supervision of the Board of Directors to ensure compliance with this policy.

4. Engagement with Stakeholders

The company maintains constructive dialogue with relevant stakeholders to understand, improve, and resolve human rights issues.

5. Reporting and Complaint Handling

Employees of FUJIKURA COMPOSITES Group can consult internally about human rights concerns or report them through an internal whistleblowing system. Additionally, the company establishes effective reporting and complaint-handling mechanisms to promptly identify and address stakeholders' human rights concerns.

6. Information Disclosure

The company regularly discloses information about its efforts based on this policy.

Established on May 26, 2025
FUJIKURA COMPOSITES Inc.

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