

CKD Group Human Rights Policy

The CKD Group has established the CKD Group Human Rights Policy in order to practice actions that respect the human rights of all people involved in our business activities based on our corporate philosophy and management principles.

1 . Scope of Application

This policy applies to all officers and employees of CKD Group companies. We also require all suppliers and business partners of CKD Group to understand and practice this policy.

2 . Respect for Human Rights

The CKD Group supports international norms related to human rights (such as the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO)), and respects the human rights of all persons involved in the business activities of the CKD Group.

We will comply with national laws and regulations in each of the regions in which we operate, and where there is a gap between national laws and international human rights standards, we will seek ways to respect internationally recognized human rights.

3 . Human Rights Due Diligence

The CKD Group will establish a human rights due diligence mechanism and implement initiatives to identify, prevent, mitigate, and avoid negative impacts on human rights.

4 . Corrective and Remedial Measures

When the CKD Group recognizes that its business activities have directly or indirectly had a negative impact on human rights, it will promptly take measures to correct or remedy the negative impact.

5 . Training

Appropriate training and instruction will be provided to all directors, officers, employees, etc., of the CKD Group to ensure that this policy permeates our business activities and is effectively implemented.

6 . Information Disclosure

The CKD Group's efforts to respect human rights will be disclosed transparently and appropriately through its website, integrated reports and other means.

7 . Dialog with Stakeholders

We will strengthen our efforts to respect human rights through active dialogue with stakeholders.