

Fuji Group Human Rights Policy

1. Policy and basic approach

The Fuji Group will fulfill its responsibility to respect human rights as a corporation, based on the belief that we must not only comply with laws and regulations, but also go beyond them to remain a company with high moral standards. To this end, we have established a Fuji Group Human Rights Policy (hereinafter referred to as “this Policy”) and will strive to conduct our business and actions in harmony with the international community.

2. Scope of application

This Policy applies to all Fuji Group employees worldwide (including contract employees, associate employees, part-time employees, and temporary employees). The Fuji Group also expects companies in its supply chain and other business partners to respect human rights and refrain from infringing upon them in accordance with this Policy.

3. Support and respect for international norms

As a company that endorses the United Nations Global Compact, the Fuji Group supports and respects international norms on human rights, including the International Bill of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We have also formulated this Policy in accordance with the United Nations Guiding Principles on Business and Human Rights to promote respect for human rights.

4. Compliance with laws and regulations

The Fuji Group complies with the laws and regulations applicable in each country and region where it operates. In the event of a conflict between international human rights norms and the laws and regulations of a country or region, we will seek ways to maximize respect for international human rights norms.

5. Priority human rights issues

The Fuji Group recognizes the following human rights issues as particularly important social responsibilities and will strive to prevent human rights violations as well as to correct and resolve any issues that may arise unintentionally.

(1) Prohibition of forced labor and child labor

The Fuji Group prohibits child labor, forced labor, and human trafficking within the Fuji Group and its supply chain.

We prohibit the collection of fees such as employment fees from workers and guarantee

workers' access to their personal documents and freedom of movement.

(2) Elimination of discrimination and harassment

We will not engage in any form of discrimination or harassment based on race, nationality, gender, religion, beliefs, birth, age, physical or mental disabilities, sexual orientation, social status, or other such grounds.

In addition, we will not engage in any acts of harassment, intimidation, or physical, sexual, or verbal abuse.

(3) Occupational safety and health

We will strive to prevent accidents, disasters, and injuries in the workplace and ensure workplace safety.

(4) Freedom of association and the right to collective bargaining

We respect workers' freedom of association and the right to collective bargaining.

(5) Working hours and wages

We will comply with applicable laws and regulations regarding working hours and wages in each country and region, and strive to reduce overtime and excessive working hours. We will also pay wages that exceed the minimum wages stipulated by local laws and regulations.

(6) Right to privacy

We respect the right to privacy of individuals and will handle all information with the utmost care for legitimate business purposes.

6. Human rights issues in the supply chain

We will implement responsible procurement based on the recognition that compliance with laws and regulations and protection of human rights are important not only for the Fuji Group but also for the supply chain.

7. Promotion system

The Fuji Group has established a system to implement this Policy, and the representative director (who chairs the Sustainability promotion committee) is responsible for overseeing the compliance and implementation of this Policy.

8. Human rights due diligence

In accordance with the United Nations Guiding Principles on Business and Human Rights, the Fuji Group will conduct human rights due diligence to identify adverse impacts on human rights, prevent and mitigate such impacts, and ensure accountability for these impacts.

9. Remedies and corrections

If it becomes clear that the Fuji Group has caused or contributed to negative impacts on human rights, the Fuji Group shall work to remedy such impacts through appropriate means. We have established a complaint-handling mechanism (internal contact point for internal reporting and external contact point by a third-party organization) in line with international standards and take appropriate measures to provide redress for those affected by adverse human rights impacts.

10. Dialogue and consultation

The Fuji Group will ensure opportunities for dialogue with relevant stakeholders and engage in consultations with them in good faith regarding responses to matters that may have actual or potential negative impacts on human rights.

11. Information disclosure

The Fuji Group is committed to fair and transparent management. With due consideration for affected internal and external stakeholders and commercial confidentiality, we will disclose the results and progress of our human rights due diligence and our efforts to respect human rights based on this Policy as appropriate.

12. Education and training

The Fuji Group will provide education and training for all employees to ensure that this Policy is integrated into and permeates its business activities and is complied with. We will also actively engage with our business partners to promote mutual efforts to respect human rights and raise awareness.

13. References

The following were referenced in the establishing of this Policy.

Global Compact Network Japan (GCNJ) ・ United Nations Global Compact (UNGC)
Responsible Business Alliance (RBA) version 8.0

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FUJI CORPORATION

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