

Appendix

The Nisshin Seifun Group

Priority Issues on Human Rights

No Discrimination

We do not tolerate any discrimination based on gender, age, nationality, ethnicity, race, place of origin, religion, belief, disability, sexual orientation, gender identity, etc.

No Child Labor / Forced Labor

We do not tolerate the use of child labor under legal working age, any form of forced labor, slave labor, and labor through human trafficking.

Respect for Workers' Rights

We respect fundamental principles and rights concerning workers, such as freedom of association and the right to collective bargaining, in accordance with the laws and regulations of each country.

Fair Wages and Appropriate Management of Working Hours

We will pay fair wages in excess of the minimum wage and living wage and manage working hours appropriately, in accordance with the laws and regulations of each country.

Ensuring Occupational Health and Safety

We will provide a safe and healthy working environment, in accordance with the laws and regulations of each country.

No Harassment

We do not tolerate any harassment that violates the dignity of individuals.

Respect Rights of Local Peoples

We respect the rights of local and indigenous peoples in the regions where Supplier conducts business.

Respect for Privacy

We respect privacy, including the protection of personal information, in accordance with the laws and regulations of each country.

Responsible Marketing

We do not tolerate any discriminatory expression or harmful influence on children in our marketing activities.

Consumer Safety

We will prevent any adverse effects from our products and services on consumers' health, etc.