

Daiki Aluminium Industry Group Human Rights Policy

The Daiki Aluminium Industry Group (hereinafter “DIK Group”) supports and respects international standards on human rights, including the International Bill of Human Rights (United Nations), International Labour Organization Declaration on Fundamental Principles and Rights at Work, and Guiding Principles on Business and Human Rights (United Nations). Furthermore, we understand that the human rights of all stakeholders affected by our business activities must be respected, and in addition to promoting initiatives to respect human rights throughout the DIK Group, we have established this policy and will fulfill our social responsibilities as a company.

1. Scope of application

This policy applies to all officers and employees of the DIK Group (including employees, part-time workers, contract employees, and all others in positions requiring them to follow the instructions and guidance of the DIK Group. The DIK Group will promote behavior and respect for human rights in line with this policy for all stakeholders.

2. Respect for human rights

The DIK Group will fulfill its responsibility to respect human rights by not violating the human rights of any stakeholders affected by its business activities and by taking appropriate corrective measures in the event that human rights are adversely affected by its business activities. Specifically, the DIK Group declares the following:

- The DIK Group respects human rights and does not subject anyone to discrimination or harassment on the basis of nationality, race, ethnicity, place of origin, gender, sexual orientation, gender identity, age, religion, creed, ideology, social status, disease, disability, or any other reason.
- The DIK Group will be committed to gender parity and women's empowerment.
- The DIK Group respects the rights and interests of indigenous peoples.
- The DIK Group guarantees freedom of association and the right to collective bargaining.
- The DIK Group does not permit child labour or forced labour.
- The DIK Group does not permit violence or harassment for any reason.

3. Compliance with applicable laws

The DIK Group complies with the laws and regulations of not only Japan but also the countries and regions in which it conducts business activities and respects and actively promotes international human rights standards to the maximum extent possible.

4. Education

The DIK Group will provide appropriate education to ensure that all officers and employees have a correct understanding and awareness of human rights.

5. Human rights due diligence

To fulfill its responsibility to respect human rights, the DIK Group will establish and continuously implement a system for human rights due diligence as indicated in the “Guiding Principles on Business and Human Rights.”

6. Engagement

The DIK Group will leverage internal and external expertise in human rights in a wide variety of ways, continuously engage in dialogue with all stakeholders affected by its business activities, and continue to evolve its initiatives for human rights.

This policy has been approved by the Board of Directors of the Company and signed by the President.

April 9, 2024

Shigenori Hayashi

President

Daiki Aluminium Industry Co., Ltd.