



AD-023		COMPANY POLICY			Issue / Revision Date
Human Rights and Labour					March 27, 2024
President	Director	Director		General Manager	
<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	

INTRODUCTION

Through the implementation of this policy, F&P will work together with our stakeholders to engage in sustainable business activities in order to continue to be a company that society accepts.

COMMITMENT TO RESPECT HUMAN RIGHTS

F&P recognizes that its business activities may affect the human rights of various internal and external stakeholders.

F&P respects human rights as expressed in the International Bill of Human Rights and the ILO Core Labour Standards listed in the Declaration on Fundamental Principles and Rights at Work. We also support the United Nations Guiding Principles on Business and Human Rights and work toward implementation in our business activities.

F&P shall comply with the laws and regulations of each country and region in which it operates. However, in cases where there is a conflict between the laws and regulations of a country or region and international human rights principles, F&P will seek to respect international human rights principles.

SCOPE

This policy applies to all directors, managers and associates (including temporary associates) of F&P Mfg., Inc. F&P expects all business partners of F&P to understand and support the contents of this policy and requests them to comply with it.

GOVERNANCE

F&P Mfg., Inc. has established respect for human rights as one of its most important management issues and will identify the officers responsible for formulating and implementing this policy, establish an appropriate internal system, and reflect the policy in its business policies and procedures.

RESPECT FOR HUMAN RIGHTS

F&P recognizes the following as key issues related to human rights and will promote initiatives to respect human rights. F&P will continuously review the policy as human rights risks may change with business development and business trends.

(1) Prohibition of discrimination and harassment

F&P will not engage in discrimination or harassment based on race, nationality, place of origin, gender, age, religion, creed, sexual orientation, gender identity, or disability.

(2) Prohibition of forced labor and child labor

F&P do not permit any form of forced or compulsory labor or the employment of children under the minimum age for employment as stipulated by the laws of each country or region and will continue to meet the legislated requirements of *'Fighting Against Forced Labour and Child Labour in Supply Chains Act'*.

(3) Respect for workers' rights

F&P will respect workers' rights to organize, bargain collectively, and act collectively, and will prevent low-wage labor and long working hours.

(4) Creation of a safe and healthy working environment

F&P will strive to maintain a safe and healthy working environment and promote the maintenance and improvement of the physical and mental health of our employees.

(5) Sharing human rights with business partners

F&P will share with our business partners our concern for human rights, labor, the environment, and anti-corruption, and engage in ongoing discussion regarding respect for human rights.

PRACTICE OF RESPECT FOR HUMAN RIGHTS

(1) Human Rights Due Diligence

In order to fulfill its responsibility to respect human rights, F&P will establish a human rights due diligence system in accordance with procedures based on the United Nations Guiding Principles on Business and Human Rights, and shall continuously strive to prevent or mitigate negative impacts on human rights.

(2) Remedies and Corrections

When it becomes clear that F&P has directly or indirectly caused or contributed to a negative impact on human rights, F&P shall work to remedy the situation. As part of these efforts, the F-tech Group has established "F-tech Group Corporate Ethics Improvement Proposal Desk," which all directors and employees can consult with and report to, as well as "Contact Us" page on the F-tech Group's website will also allow stakeholders to report such matters.

(3) Education and Training

F&P will conduct appropriate education and training to ensure that the policy is properly understood and implemented.

(4) Communication and Consultation with Stakeholders

F&P will consult with outside experts as required and engage in communicating and consulting with relevant stakeholders regarding implementation of this policy.

(5) Information Disclosure

F&P shall disclose information on its efforts to respect human rights through its website and other means including meeting the requirements of '*Fighting Against Forced Labour and Child Labour in Supply Chains*' Act.