

Company's policies on human rights and the environment

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Confitera Co., Ltd.
The President
Takenori Imamura

Confitera Co., Ltd. has set a company's policies on human rights and the environment in the supply chain in accordance with the UN Guiding Principles on Business and Human Rights (UNGPR) adopted by the United Nations Human Rights Council in 2011. We will communicate our policies to our employees and the business partners by expecting them to understand and practice the items specified below, and will continue to work together with them.

1. Respect the human rights of all the employees and prohibit discrimination (race, creed, gender, social status, religion, nationality, age, sexual orientation, gender identity, mental and physical disabilities, etc.), various forms of harassment, and inhumane treatment such as abuse.
2. Prohibit forced labor and child labor and also prohibit hazardous work with anyone under the age of 18.
3. Promote gender equality without discrimination based on gender, race, religion, etc. in employment.
4. Comply with the legal minimum wage and strive to exceed a living wage and not unfairly reduce wages.
5. Respect the rights of all the employees to organize and bargain collectively in order to facilitate smooth discussions between its employees and the company regarding working conditions and environments.
6. Comply with legal limits, properly manage employees' working hours, holidays, vacations and wages, and prohibit excessive overtime work.
7. Take necessary measures to provide a healthy, safe and secure working environment for employees where they can continue to work in accordance with applicable laws and regulations,
8. Consider potential and existing impact on local communities and the environment in its business activities
- such as impacts on nearby biodiverse habitats or pollution of the local ecosystem .
Strive to reduce the consumption of energy, water and other resources, as well as the emission of greenhouse gases and waste.
9. Comply with all applicable local and international laws and regulation and ensure fair trade and anti-corruption. Provide necessary education and ability development so that officers and employees understand this policy well and act in accordance with this policy in their work.
10. Disclose information on each of the above items in a timely and appropriate manner.

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