

# Star Micronics Group Human Rights Respect Policy

The unwavering belief of the Star Micronics Group (hereinafter referred to as "our Group") is "the company and employees grow together and contribute to society." To practice this belief, we have established the "Star Micronics Group Sustainability Code of Conduct" (hereinafter referred to as "our Sustainability Code of Conduct") based on the three guidelines of "sustainable enhancement of corporate value," "contribution to the sustainable development of society," and "enrichment of employees' lives." This code sets forth business activities that consider human rights and serves as a standard for our Group's executives and employees, actively promoting awareness of human rights.

Furthermore, in response to the increasing expectations for respect for human rights in business, we have established the "Star Micronics Group Human Rights Respect Policy" (hereinafter referred to as "this Policy") to explicitly extend our commitment to human rights to include our business partners, including suppliers. Our Group is committed to respecting the dignity and rights of all stakeholders involved in our business activities and promptly addressing any human rights violations or negative impacts on human rights that may arise.

## 1. Basic Principles and Scope of Application

This Policy represents our Group's values and codes of conduct and applies to all executives and employees. We also expect our business partners, including all suppliers related to our products and services, to understand and respect this Policy.

Our Group's business activities are supported by numerous stakeholders, including executives, employees, and business partners. We believe that fostering a respectful relationship among these diverse partners, sharing our values and codes of conduct, will enrich the lives of our executives and employees and, ultimately, the lives of all our partners. We expect proactive efforts to eliminate discrimination and harassment, create a safe and hygienic work environment, conduct business activities with environmental consideration, and foster a high awareness of compliance.

## 2. Respect for Human Rights

In our Group's business activities, the human rights we respect include the following:

### 1) Prohibition of Inhumane Treatment

- We respect human rights and do not engage in inhuman treatment such as mental and physical abuse, coercion, or harassment.

### 2) Prohibition of Discrimination, Understanding, and Respect for Different Cultures

- Religious practices will be given due consideration.
- We do not discriminate irrationally based on birth, nationality, race, ethnicity, skin color, creed, religion, gender, sexual orientation, age, disability, educational background, etc.

### 3) Prohibition of Forced Labor

- We do not use labor derived from coercion, detention, inhumane prison labor, slavery or human trafficking. We also protect the right of employees to quit or terminate their employment voluntarily without forcing them to work.
- We will not use status in the company or position to pressure or coerce others.

#### **4) Prohibition of Child Labor and Consideration for Young Workers**

- Children under the minimum working age are not allowed to work. Further, we will not allow young workers to engage in hazardous work that may impair their health and safety.

#### **5) Consideration for Working Hours**

- We will not allow working beyond the limits prescribed by the laws and regulations of the region where one works. We will also appropriately manage working hours and holidays.

#### **6) Appropriate Wages and Allowances**

- We will comply with the laws and regulations of the region where one works and compensate them appropriately.

#### **7) Freedom of Association and Collective Bargaining Rights**

- While complying with the laws and regulations of the region where one works, we will respect worker's right to organize as a means of achieving labor-management consultations on issues such as working environment and wage standards.

#### **8) Occupational Safety and Health**

- We will keep our work environment in a safe, sanitary, and comfortable condition for the workers, in accordance with all applicable laws and regulations.
- We will minimize the effects, in the case of an accident and take immediate measures to prevent another.
- Management never compels overwork, keeping watch on physical and mental conditions of the employees.

#### **9) Privacy Protection**

- We respect privacy of the customers, business connections, all officers and employees of the Group.
- We will use personal information only for business purposes and keep them under strict confidentiality. We never disclose such information either inside or outside without explicit personal consent.

#### **10) Providing Safe and Quality Products**

- When developing, manufacturing, selling and repairing products and services, we always pay attention to safety and comply with relevant laws and regulations and safety standards while aiming for higher levels of safety.
- We will pursue customer satisfaction and provide socially useful products and service of a higher level of quality and reliability.
- We will maintain and grow the system to collect information of defective products, inferior service or accidents properly and promptly and make our most efforts to avoid any reoccurrence.

#### **11) Awareness of Earth Environment**

- Through our business activities, we will work to reduce greenhouse gas emissions and create environmentally friendly products.
- We will guide the realization of the recycling society, trying to utilize all possible resources at all steps from designing to disposal of our products and promoting the environmental load reduction.
- We will work to prevent leakage and dispersal of chemical substances in order to prevent water and soil pollution. If in case leakage or dispersal occurs, we will try to minimize the damage.

### **3. Human Rights Due Diligence**

#### **1) Identification and Evaluation of Human Rights Violations**

- Our Group will establish a human rights due diligence system in cooperation with business partners, including all suppliers related to our products and services, to identify, evaluate, prevent, mitigate, and correct potential human rights impacts.
- We will continuously monitor to appropriately address identified negative impacts on human rights.

#### **2) Appropriate Disclosure and Dialogues**

- Our Group will publish this Policy on our website and regularly disclose and report on the implementation status of human rights due diligence.
- We will use the knowledge and advice of independent external experts and sincerely consider stakeholders' opinions regarding the initiatives specified in this Policy.

#### **3) Education and Training**

- To ensure all executives and employees understand and comply with this Policy, we will continuously educate and train them about this Policy and human rights due diligence initiatives.
- We will strive to deepen the understanding of this Policy among our business partners, including all suppliers related to our products and services.

### **4. Remediation**

If it becomes clear that our Group has caused or contributed to negative impacts on human rights, we will appropriately address correction and remediation through appropriate procedures both internally and externally.

### **5. Responsible Person**

The person responsible for this Policy is the President and CEO, who chairs the Sustainability Committee and oversees its implementation.

### **6. Revision**

Our Group will continuously review this Policy, and if revisions are necessary, they will be deliberated by the Sustainability Committee and approved by the Board of Directors.

Enacted 7/1/2024  
Star Micronics Co., Ltd.  
Representative Director, President and CEO  
Mamoru Sato

