

## **Taiheiyo Cement Group Human Rights Policy**

Based on the belief that business activities that respect human rights and diversity are essential to building a sustainable society and are the foundation of our business, the Taiheiyo Cement Group (“the Group”) hereby establishes the “Taiheiyo Cement Group Human Rights Policy” (“the Policy”) as a guide for advancing respect for human rights throughout the Group and fulfilling our responsibilities toward human rights

### **1. Status of the Human Rights Policy**

The Group supports and respects international norms for human rights, including the “United Nations’ Guiding Principles on Business and Human Rights”, the International Bill of Human Rights, and the “ILO Declaration on Fundamental Principles and Rights at Work”. Additionally, as a signatory to the United Nations Global Compact, we support and respect the “Ten Principles of the United Nations Global Compact”. The Group will comply with applicable laws and regulations in all countries and regions where it conducts business. Where there is a conflict between internationally recognized human rights and national or local laws or regulations, we will seek ways to respect international human rights principles.

The Policy is subordinate to the Group Mission and Business Principles.

### **2. Scope of applicability**

The Policy applies to all officers and employees of the Group (“employees” includes all individuals working under the direction and supervision of the Company, including employees on loan from other companies, temporary employees and contract employees). We expect that all stakeholders connected to the business of the Group will understand and support the Policy.

### **3. Commitment to human rights**

Along with protecting and respecting internationally recognized human rights, including the following, the Group will not be complicit in any violations of human rights.

#### **(1) Anti-discrimination**

In all our business activities, we do not discriminate on the basis of race, nationality, ethnicity, creed, religion, social status, place of origin, age, sex, sexual

orientation, gender identity, disability, educational background or marital status.

(2) Harassment

We do not allow any type of harassment (e.g. sexual harassment, power harassment, or harassment related to pregnancy, childbirth, childcare, or other caregiving), whether physical or psychological, that threatens the dignity of an individual.

(3) Forced labor and human trafficking

We absolutely do not engage in forced labor in any country or region. Moreover, we do not tolerate any form of modern slavery, including bonded labor or human trafficking.

(4) Child labor

We absolutely will not engage child labor in any country or region where the child is under the working age under the laws and regulations of that country or region. Moreover, we will not engage young workers in dangerous or hazardous work.

(5) Occupational safety and health and a suitable work environment

Ensuring the safety and health of our employees is a foundational principle of the Group, and based on this, we will pursue safety and security and proactively work to ensure a safe and healthy work environment where employees can feel physically and mentally safe.

(6) Working hours and wages

We will comply with the laws and regulations of all countries and regions in which we conduct business, and strive to provide reasonable working hours, holidays, and vacations, and also fair wages that ensure an appropriate standard of living.

(7) Freedom of association and collective bargaining

We respect freedom of association and the right to collective bargaining in accordance with the laws, regulations and labor agreements of all countries and regions in which we conduct business.

(8) Rights of local residents and indigenous peoples

We respect the land rights, access to water, safety, health and indigenous rights

of local residents in all regions in which we conduct business. Furthermore, we constantly engage in dialogue and discussion with stakeholders in order to understand their situations and take meaningful steps to address any potential or actual impact on the human rights of these stakeholders.

4. Human rights governance regime

The Sustainability Management Committee, which reports directly to the Taiheiyo Cement Corporation Board of Directors, is responsible for verifying compliance with this Policy, formulating measures to address human rights issues, and monitoring progress on these initiatives. Critical matters are reported to, and overseen by, the Board of Directors.

5. Human rights due diligence

The Group will create and maintain a human rights due diligence mechanism in order to identify, prevent, and mitigate adverse impacts on stakeholder human rights. We will also work to gauge the results and effects of these efforts.

6. Corrective action and remedies

If the Group is found to have caused, or to have been involved in causing, adverse effects on human rights through our business activities, we will take appropriate steps to correct and remedy such effects. Furthermore, we will work to create a reporting and consultation system to address any negative impact on human rights within the Group.

7. Dialogue with stakeholders

Through dialogue with a variety of stakeholders, along with engaging outside expertise, the Group will strive to understand, mitigate and resolve human rights issues through the human rights initiatives undertaken based on this Policy.

8. Education

The Group will appropriately educate all officers and employees to ensure that this Policy is reflected in all our business activities and that is implemented effectively.

9. Information disclosure

The Group will disclose information about our human rights initiatives and progress updates in an appropriate manner via channels including our website and reports.

This Policy was developed with the aid of human rights experts, and it has been approved by the Taiheiyo Cement Corporation Board of Directors.

March 31, 2025

Yoshifumi Taura  
President and Representative Director  
Taiheiyo Cement Corporation