

# Nissuicon Group Human Rights Policy

Nihon Suido Consultants Co., Ltd. (“the Company”) recognizes that respect for human rights is a vital social responsibility, both for itself and its subsidiaries, which together constitute the Nihon Suido Consultants Group (“the Group”). In order to contribute to a sustainable water environment and society through business activities that respect human rights, the Group has established this Human Rights Policy setting forth its fundamental approach to human rights.

## 1 Commitment to Respect for Human Rights

- ( 1 ) Guided by shared values of “Professionalism,” “Initiative,” and “Integrity,” the Group seeks to become a “Water Impact Company.” We believe that we can meet the long-term expectations of society and contribute to a better future by creating new value for the water environment through reliable technology. The Group regards respect for human rights as a fundamental prerequisite for all corporate activities and as a key priority, and it remains committed to contributing to the sustainable development of society.
- ( 2 ) The Group respects the UN Guiding Principles on Business and Human Rights and recognizes the human rights outlined in the International Bill of Human Rights as well as the ILO Declaration on Fundamental Principles and Rights at Work as the minimum level of commitment in this area, which it upholds. Furthermore, in cases where international human rights are not adequately protected due to local law and enforcement, we will comply with local laws while seeking ways to respect international human rights standards.
- ( 3 ) The Group recognizes that its corporate activities may have a negative impact on human rights and is committed to respecting human rights by exercising human rights due diligence and taking corrective action.

## 2 Positioning and Scope of Application of the Nissuicon Group Human Rights Policy

- ( 1 ) The Nissuicon Group Human Rights Policy sets forth the principles that underpin the Group’s commitment to respecting human rights across all corporate activities. It is based on the shared values of “Professionalism,” “Initiative,” and “Integrity,” as well as our enduring mission to become a “Water Impact Company.”
- ( 2 ) The Nissuicon Group Human Rights Policy applies to all group companies, and all officers and employees are expected to respect human rights in accordance with it. In addition, the Group encourages customers and suppliers to respect human rights

and strives to take appropriate action when customers or suppliers are found to be causing adverse impacts on human rights.

### **3 Human Rights of Officers and Employees**

- ( 1 ) The Group respects the dignity and fundamental human rights of every officer and employee. We consider each individual to be among our most important assets and are committed to creating a work environment that is comfortable for all. We also respect the freedom of association and the right to collective bargaining.
- ( 2 ) The Group will not tolerate, under any circumstances, discrimination based on race, nationality, social background, beliefs, religion, disability, sex, gender, sexual orientation, gender identity, age, health status, or any other characteristic, nor any form of harassment, forced labor, or child labor. We strive to ensure strict compliance with this commitment by all officers and employees.
- ( 3 ) The Group strives to ensure that every officer and employee gains a proper understanding and awareness of human rights through initiatives such as human rights education and training.

### **4 Expectation of Respect for Human Rights on the Part of Customers**

- ( 1 ) The Group shares its commitment to respecting human rights with its customers and encourages them to avoid causing adverse impacts on human rights.
- ( 2 ) If the services or products it provides to customers cause, contribute to, or are directly linked to adverse human rights impacts, the Group will respond appropriately together with the customer. In cases where adverse human rights impacts are occurring within the customer's operations, we will promote respect for human rights by encouraging the customer to take appropriate action.

### **5 Expectation of Respect for Human Rights on the Part of Suppliers**

- ( 1 ) The Group shares its commitment to respecting human rights with its suppliers and encourages them to avoid causing adverse impacts on human rights.
- ( 2 ) In cases where adverse human rights impacts are occurring within a supplier's operations, we will promote respect for human rights by encouraging the supplier to take appropriate action.

### **6 Corrective Action**

If the Group's officers, employees, or business activities cause, contribute to, or are directly linked to adverse human rights impacts, we will respond appropriately and work to take corrective action.

## **7 Governance and Management Structures**

- ( 1 ) The Nissuicon Group Human Rights Policy is established, and subject to revision, by the Board of Directors, which will continue to review it as necessary.
- ( 2 ) Initiatives related to human rights are regularly discussed by the Sustainability Committee and reported to the Board of Directors.

## **8 Stakeholder Engagement**

The Group strives to improve and enhance its efforts to respect human rights through dialog and consultation with stakeholders.

Adopted on January 1, 2025