

The Nissui Group Human Rights Policy

The Nissui Group will champion the sustainable utilization of marine resources and the preservation of the earth's environment, creating diverse value from nature's bounty to provide health and tastiness to people all over the world. All supply chains connected with our businesses recognize respecting human rights as a top priority and address to honor that responsibility.

Respecting Human Rights

The Nissui Group upholds human rights as set out in the International Bill of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work (Note). It takes initiatives for the implementation of the policy based on the United Nations Guiding Principles on Business and Human Rights. Whenever internationally recognized human rights and the laws of a country or region differ, we will seek ways to respect the principles of international human rights.

Coverage of the Policy

This policy applies to all executives and employees of Nissui Corporation and its group companies. The Nissui Group's business partners, including suppliers, are required to honor this policy and respect human rights.

Human Rights Due Diligence

The Nissui Group will identify human rights risks, both potential and existing, within its business activities and establish mechanisms to prevent or mitigate those risks, and carry them out in an ongoing manner.

Education

The Nissui Group will provide executives and employees training and education regularly so that this policy can be effectively implemented through its business activities.

Dialogue with Stakeholders

The Nissui Group will engage relevant stakeholders in dialogue and consultation to address measures for potential and existing adverse impacts on human rights.

Remediation

If the Nissui Group's business activities are found to have caused or contributed to adverse human rights impacts, we will engage in appropriate means for remediation.

Information Disclosure

Nissui Corporation will report on the status of our human rights initiatives in accordance with this policy on our company website and other means.

Development of Process

The Nissui Group will assign an individual responsible for the implementation of this policy and establish a system to promote business activities that respect human rights.

Enactment Date: September 10, 2020

(Note): Includes items regarding the prohibition of forced labor and the abolition of child labor.