

Oiles Group Human Rights Policy

Under its management policy that calls for mastering core technologies such as friction, wear, and lubrication, applying these technologies worldwide, and serving society, the Oiles Group will provide safety and security as well as comfort to people's lives and manufacture environmentally sound products that serve society. In doing so, we will fulfill our corporate responsibility to respect human rights and encourage the realization of a society that respects human rights as well.

Corporate Responsibility

Our human rights policy draws on the International Bill of Human Rights, international standards, including the ILO Declaration on Fundamental Principles, Rights at Work by the International Labour Organization (ILO) and The Ten Principles of the United Nations Global Compact.

We recognize that promoting respect for human rights is a major responsibility for companies as members of society, and we are therefore naturally expected to help create an environment of respect for individual human rights and personal qualities.

Every executive and employee of the Oiles Group bears responsibility for respecting human rights. We also require our suppliers and other business partners to accept this responsibility and will properly address any infringement of human rights.

Execution of Responsibilities

Our initiatives for respecting human rights will be based on the approach of the United Nations Guiding Principles on Business and Human Rights. We prohibit any discrimination on such grounds as race, skin color, gender, language, religion, political and other opinions, nationality or its absence, property, family or other status as well as differences in occupation or type of employment and we aim for responsible labor practices. Furthermore, we do not allow any form of human trafficking including slave labor, forced labor or child labor.

To ensure these efforts are being applied, a human rights due diligence process has been established to identify any negative impacts on human rights, which we will strive to prevent or mitigate. Any negative impact directly or indirectly associated with our corporate activities will be promptly addressed through the proper procedures.

We will comply with the domestic laws and regulations of each country in regions where we do business. Moreover, international human rights principles will be honored in the event of any apparent inconsistency with the laws and regulations of a specific country or region. To ensure this policy is deeply integrated into and implemented throughout the business activities of all Group companies, we will provide the necessary education and raise employees' awareness. Furthermore, we will respond to any potential or actual impact on human rights through dialogue or discussion with relevant stakeholders

Established ; 1/9/2017

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President

