

OILES Corporation Group

Human Rights Policy

By mastering tribology (friction, wear, and lubrication) and as guided by our management policy, OILES Corporation Group will deliver products that bring safety, security, and comfort to people's lives and that are designed to address environmental conservation, thereby contributing to solutions for social issues. Through our business activities, we will respect the human rights of all stakeholders and strive to realize a society where human rights are always valued.

Corporate Responsibility

We recognize that respecting human rights is a corporate responsibility, and that creating an environment where individual rights and individuality are respected is expected by society. We expect all executives and employees across the OILES Corporation Group, as well as all suppliers and business partners, to take on this responsibility. We will properly address any infringement of human rights.

Our human rights policy are based on the following international norms:

- International Bill of Human Rights by the United Nations
- ILO Declaration on Fundamental Principles, Rights at Work by the International Labour Organization (ILO)
- United Nations Guiding Principles on Business and Human Rights

Execution of Responsibilities

- We prohibit any discrimination on such grounds as race, ethnicity, gender, language, religion, political and other opinions, nationality or social origin, property, birth, occupation, and employment status.
- We ensure the payment of fair wages that exceed minimum and living wage standards, and we manage working hours appropriately.
- We do not tolerate any form of human trafficking including slave labor, forced labor or child labor. To prevent such practices, we conduct human rights due diligence and continuously monitor, evaluate, and review its implementation.
- We will establish a mechanism to receive and resolve complaints related to human rights violations.
- If our business activities cause human rights violations directly or indirectly, we will promptly take corrective and remedial action.

- We will comply with the domestic laws and regulations of the countries and regions where we do business. We will respect international human rights and principles in the event of any apparent inconsistency with the laws and regulations of a specific country or region.
- We will provide necessary education and awareness-raising activities to ensure full integration and internalization of this fundamental policy across the Group.
- We will respond to any potential or actual impact on human rights through dialogue or discussion with relevant stakeholders.

Established ; 1/9/2017

Revised ; 1/10/2025

President

Yoshikazu Sakairi