

# JVCKENWOOD Group Human Rights Policy

At the JVCKENWOOD Group (“Group”), we uphold our corporate vision of “Creating Excitement and Peace of Mind for the People of the World.” We embrace as one of our action guidelines to “strive for sincere, responsible corporate behavior as our commitment to compliance”, to help create a sustainable society through our business. Being a group of companies operating globally, we are fully aware that our business activities may directly or indirectly affect the human rights of our stakeholders when we pursue the vision. We are therefore committed to fulfilling our responsibility to respect human rights.

## I Our Principles

We are committed to respecting human rights. The JVCKENWOOD Group Human Rights Policy (“Policy”) has been established in accordance with the International Bill of Human Rights (the Universal Declaration of Human Rights and the International Covenants on Human Rights), the International Labour Organization's ILO Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, and the UNICEF Children's Rights and Business Principles. This Policy sets out herein our principle of respect for human rights and our responsibility to respect them based on the JVCKENWOOD Group Compliance Code of Conduct.

## II Scope of Application

The JVCKENWOOD Group Human Rights Policy applies to the JVCKENWOOD Group's management and employees and is reflected in the Group's business operations. We actively encourage all those involved in our value chain, including business partners and suppliers who may impact human rights through their business activities, to comply with this Policy and take appropriate action.

## III Commitment

### 1 Compliance with Laws, Regulations and International Standards

The JVCKENWOOD Group complies with laws and regulations of the countries and regions in which it operates. If there are any discrepancies between an internationally recognized human rights standard and human rights law, we will pursue a way to respect the internationally recognized human rights standard.

## 2 Respect for Human Rights and Eradication of Discrimination

The JVCKENWOOD Group respects fundamental human rights in all aspects of its business activities. We prohibit all forms of discrimination on the basis of race, creed, age, social status, family origin, nationality, ethnicity, religion, sex, sexual orientation, gender identity and disability. We respect workers' human rights. We prohibit psychological and physical abuse, compulsion, harassment and any form of actual and potential inhumane treatment of workers.

## 3 Abolition of Forced Labor, Eradication of Child Labor and Respect for the Freedom of Association and the Right to Collective Bargaining

The JVCKENWOOD Group prohibits forced labor, child labor, human trafficking and bonded labor. We respect workers' freedom of association and right to collective bargaining.

## 4 Proper Management of Wages and Working Hours

The JVCKENWOOD Group complies with the minimum wage. We ensure that employees' working hours, non-work days, and vacation entitlements are properly managed. We do not allow our employees to work overtime excessively. We strive to provide a safe, healthy and sound work environment for them.

## 5 Protection of Privacy

The JVCKENWOOD Group takes the utmost care to ensure that its business activities, products and its use and application of new technologies such as artificial intelligence do not violate privacy and human rights.

## 6 Human Rights Due Diligence

The JVCKENWOOD Group seeks to identify, prevent and mitigate against adverse impacts on human rights by carrying out human rights due diligence in the course of its business operations.

## 7 Whistleblowing System and Rectification

The JVCKENWOOD Group has a whistleblowing hotline for all employees to take appropriate actions against any misconduct within the business activities of the Group that violates or may violate the JVCKENWOOD Group Compliance Code of Conduct.

## 8 Employee Training

The JVCKENWOOD Group provides education and training to its employees to ensure that this Policy is well communicated to all employees and effectively implemented in all business processes.

## 9 Dialogue with Stakeholders

The JVCKENWOOD Group engages in active dialogue with all relevant stakeholders as part of actions taken under this Policy.

## 10 Reporting and Disclosure

The JVCKENWOOD Group discloses information regarding the above commitment in a timely and appropriate manner.

1<sup>st</sup> February 2021

Shoichiro Eguchi

Representative Director of the Board, President, Chief Executive Officer (CEO)

JVCKENWOOD Corporation