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Announcement of Formulation of the DJK Group's Human Rights Policy

In Daiichi Jitsugyo's (DJK) business operations, we believe that respect for human rights throughout the entire supply chain, including our employees, is the foundation for realizing our corporate philosophy of "Connecting People, Connecting Technologies and Enriching the World." Therefore we are pleased to announce that we have formulated the DJK Group's human rights policy this time.

Going forward, DJK will take initiatives to promote respect for human rights through dialogue with stakeholders, human rights due diligence, grievance mechanisms, and other means, based on our policy.

[The DJK Group's human rights policy](#)

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