

Rigaku group of companies Human Rights Policy

VER.1

AS OF NOVEMBER 1, 2023

RIGAKU HOLDINGS CORPORATION

Rigaku group of companies Human Rights Policy

Rigaku group of companies Human Rights Policy is the foundation of all business activities conducted by whole Rigaku group of companies.

Our Human Rights Policy applies to all board members, employees, seconded employees, and contingent workers. To realize these commitments to human rights in our business activities, we expect all of our business partners including suppliers to understand and support this policy.

Respect for human rights

We understand that all of our business activities including research and development, procurement, products/service delivery, disposal, and recycling have a potential impact on human rights.

We comply with international laws and regulations, and the laws and regulations of each country where we do business, with relation to human rights or labour including respect for individual human rights, elimination of child labour/forced labour, prohibition of discrimination based on race, sex, language, national origin, religion, disability, principles, and laws and regulations related to workers' rights and working time.

- **Elimination of child labour and forced labour**

We eliminate child labour or forced labour from all of our business activities.

- **Abolition of employment/job discrimination**

We do not discriminate based on race, sex, language, national origin, religion, disability, principles, etc. in employment. We ensure equal opportunities for workers and treat them based on their performance and duties.

- **Approval of freedom of association and collective bargaining rights**

We respect freedom of association and collective bargaining rights based on applicable laws, regulations, and rule of countries/areas where we conduct business activities.

Rigaku group of companies have employment and industrial consultation and collective bargaining session with worker representative of workplace in each group company in Japan to improve the work environment or working conditions and seek for smooth business management and development. We establish a good relationship based on mutual trust.

Efforts to respect human rights

- **Complaint management**

In all countries or areas where Rigaku group of companies conduct business activities we establish and maintain a system to enable employees of Rigaku group of companies suffering from human rights violation to submit a report at anytime.

We will not treat informants unfavorably, and we will carefully manage any private data and maintain confidentiality regarding those reports.

- **Education and training**

We continuously educate or train all board members and employees to ensure dissemination of this human rights policy through Rigaku group of companies and promote compliance with it.

- **Monitoring and Report**

We continuously monitor the status of compliance with this human rights policy and conduct improvement activities as needed. Using Rigaku's web site, integrated report, and other communication platform we disclose the status of efforts to disseminate this human rights policy and promote the respect for human rights.

Conducting Human Rights Due Diligence

We regularly conduct a process including identifying risks of adverse impact on human rights caused by the business activities of Rigaku companies, planning and conducting efforts to reduce these risks, monitoring, and disclosing information, and seek to achieve respect for human rights and sustainable business through this process.

Based on Human Rights Due Diligence, in case we find that we are causing or encouraging an adverse impact on human rights, we will take appropriate and effective remediation measures.



Jun Kawakami
President & CEO
Rigaku Holdings Corporation