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For Immediate Release

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**Notice of the Establishment of the Okabe Group’s Basic Policy for Sustainability and
Various Other Policies**

At a meeting held today, the Board of Directors reviewed the Okabe Group’s basic policy for sustainability and established other policies as described below.

In its Medium-term Management Plan, the Okabe Group presents a vision of becoming a global manufacturer that will contribute to resolving global issues by providing comprehensive solutions under its management philosophy, “contributing to society by providing safety and security.”

The Okabe Group has reviewed its basic policy for sustainability and established other policies to externally communicate its corporate ideas and attitudes.

The Group will continue to respond to the needs of society and legal requirements and contribute to the realization of a sustainable society.

1. The Okabe Group Basic Policy for Sustainability

The Okabe Group contributes to the creation of a sustainable society, aiming to become a global manufacturer that connects people and creates value under its management philosophy, “contributing to society by providing safety and security.”

2. Other policies

- Okabe Group Human Rights Policy
- Okabe Group Human Resources Policy
- Okabe Group Global Environment Policy
- Okabe Group Procurement Policy
- Okabe Group Occupational Safety and Health Policy
- Okabe Group Compliance Policy

Okabe Group Policies

<https://www.okabe.co.jp/english/company/company05.html>



Okabe Group Human Rights Policy

The Okabe Group will pursue profit through fair competition and, at the same time, aim to be a useful entity for society at large.

In addition, the Okabe Group will respect human rights as stipulated in the International Bill of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and will conduct its business activities in line with the United Nations Guiding Principles on Business and Human Rights. The Group has also established the Okabe Group Human Rights Policy (hereinafter "the Policy") to fulfill its group-wide responsibility to respect human rights.

The Policy is based on the Okabe Group Action Guidelines and the Employee Code of Conduct and has been approved by the Board of Directors of Okabe Co., Ltd.

1. Scope of application
The Policy applies to all officers and employees of the Okabe Group.
We also encourage our business partners, including suppliers, to understand and support the Policy.
2. Compliance with applicable laws and regulations and respect for internationally recognized human rights
The Okabe Group will comply with the applicable laws and regulations of the countries and regions where it conducts business. In the event of any conflict between the laws and regulations of individual countries and regions and internationally recognized human rights, the Group will pursue ways to respect international human rights to the fullest possible extent.
3. Respect for human rights in all processes of business activities
In all processes of our business activities, we will strive to prevent and mitigate any negative impacts on the human rights of stakeholders involved in the Okabe Group.
4. Human rights due diligence
The Okabe Group will establish a system to ensure human rights due diligence, identify negative impacts of the Group on human rights and strive to prevent and mitigate such impacts.



5. **Correction and remedy**
The Okabe Group will work to ensure the effectiveness of the Policy by establishing a hotline for reporting concerns about its business activities. In the future, we will also consider expanding the contact point so that our business partners, including suppliers, can also use the hotline.

6. **Dialogue and discussion**
The Okabe Group will engage in sincere dialogues and discussions with relevant stakeholders on how to address actual or potential impacts on human rights.

7. **Education and awareness raising**
The Okabe Group will promote extensive awareness raising of all officers and employees about human rights to ensure that the Policy will be integrated into and effectively implemented in all business activities.

8. **Information disclosure**
We will actively and fairly report on our efforts to respect human rights based on the Policy through the Okabe Group's website and other media.



Okabe Group Human Resources Policy

Based on the management philosophy of "contributing to society through the provision of safety and security," the Okabe Group considers that "human resources" are its greatest asset in accelerating its growth strategy and achieving sustainable corporate value enhancement. We will continue to produce creative and autonomous human resources and contribute to society by providing value to society.

1. **Promotion of diversity**
We will respect basic human rights and will not discriminate on the basis of race, creed, gender, social status, nationality, disability, employment status, age, religion, etc. The Okabe Group will aim to contribute to society through its business activities, while respecting each other and recognizing diverse ways of thinking.
2. **Ability and career development**
We will provide opportunities for skills and career development that harnesses the strengths and characteristics of each individual, and will fairly evaluate the abilities and achievements of our workers and treat them appropriately.
3. **Self-realization**
We will create a culture in which each individual can think independently, exercise his or her abilities and creativity and achieve self-realization.
4. **Health and productivity management**
We will promote the management of personal health so that all employees of the Okabe Group are healthy and full of vitality and can work cheerfully, positively and vigorously. We will create a safe, comfortable and pleasant work environment for everyone by promoting work-life balance according to each individual's situation.
5. **Compliance with laws and regulations**
In our relationships with all stakeholders through our business activities, we will strive to comply with laws, regulations and rules and to act fairly in light of socially accepted norms.



Okabe Group Global Environment Policy

Based on the management philosophy of "contributing to society through the provision of safety and security," the Okabe Group will contribute to preserving the environment and a rich and bountiful life for future generations by protecting nature and resources and achieving harmony with the environment.

1. **Reduction of environmental impact**
We will strive to reduce our environmental impact throughout the value chain of the Okabe Group's business activities. To this end, we will contribute to reducing the environmental impact throughout the entire product life cycle, from research, development and design, through raw material procurement, manufacturing and distribution, sales and marketing, to use and final disposal.
2. **Compliance with laws and regulations**
The Okabe Group will comply with all environment-related laws, regulations and rules of the countries and regions where it operates.
3. **Contribution to a low-carbon society**
The Okabe Group will strive to reduce CO₂ emissions and prevent global warming through its business activities, thereby contributing to a low-carbon society.
4. **Conservation of biodiversity**
We will always be aware of the impact of the Okabe Group's business activities on the local environment and biodiversity and make efforts to conserve biodiversity and sustainability.
5. **Environmental communication**
We will aim to realize a better global environment by promoting community-based environmental conservation activities, raising the environmental awareness of each of our employees and actively communicating with our stakeholders.



Okabe Group Procurement Policy

Based on the management philosophy of "contributing to society through the provision of safety and security," the Okabe Group, together with its supply chain partners, will conduct procurement with consideration for social and environmental issues. We will also work to realize a sustainable society through fair and equitable procurement activities.

1. Fair and equitable transactions
The Okabe Group will conduct business in good faith on an equal footing by providing fair and equitable opportunities for entry to all suppliers, both domestic and overseas.
2. Compliance with laws and regulations
In accordance with the Okabe Group Action Guidelines, we will comply with all relevant laws, regulations and rules and conduct transparent, sound and normal procurement activities.
3. Provision of safe, reliable and high-quality products and services
The Okabe Group will provide safe, reliable and high-quality products and services based on its abundant creativity and superior technological capabilities.
4. Respect for human rights and consideration for work environment and occupational safety and health
In accordance with the Okabe Group Human Rights Policy, we will respect human rights from stakeholders' perspectives and conduct procurement activities in consideration of the working environment and occupational safety and health.
5. Environmental considerations
In accordance with the Okabe Group Global Environmental Policy, we will conduct procurement activities in consideration of the global environment through the reduction of CO2 emissions and industrial waste, etc.
6. Information management
The Okabe Group will appropriately manage confidential information on its procurement activities of raw materials, etc. by complying with relevant laws, regulations and rules.



Okabe Group Occupational Safety and Health Policy

Under its management philosophy, “contributing to society by providing safety and security,” the Okabe Group aims to prevent accidents and illness in the workplace on its own and achieve zero work-related accidents and job-related illnesses. To this end, the Group pursues its creed, namely to provide a workplace that employees will not regret devoting their lives to and that ensures respect for lives and safety as the first priority.

1. **Creating a comfortable work environment and construction sites with consideration given to safety**
Under the leadership of management, the management, employees, and subcontractors of the Okabe Group work together to continuously improve its safety and health management system, aspiring to create a comfortable work environment and construction sites with consideration for safety.
2. **Ensuring compliance**
In addition to the Industrial Safety and Health Act and other applicable laws and regulations, the Okabe Group establishes and complies with its own standards that are more stringent than such laws.
3. **Assessing and reducing risks**
The Okabe Group assesses and eliminates or reduces latent or apparent danger and harmful risks in the workplace.
4. **Providing continuous safety and health education**
The Okabe Group continuously provides its employees and subcontractors with the necessary and adequate safety and health education to achieve zero work-related accidents and job-related illnesses.



Okabe Group Compliance Policy

Under its management philosophy, “contributing to society by providing safety and security,” the Okabe Group complies with relevant laws and regulations, sound social rules, and the spirit of such laws, acts on its own initiative to achieve a sustainable society with social common sense, and aims to become an entity that is widely useful for society.

1. **Trust with consumers and customers**
The Okabe Group develops and provides products and services useful for society with adequate consideration for safety and the protection of personal and customer information and earns the satisfaction and trust of its customers.
2. **Fair and free competition**
The Okabe Group conducts fair, transparent, and free competition and appropriate transactions and maintains sound and normal relationships with political and administrative bodies.
3. **Refraining from inappropriate gift-giving, entertainment, etc.**
The Okabe Group does not provide gifts, entertainment, etc. for the purpose of obtaining and maintaining inappropriate benefits or preferential treatment.
4. **Open company**
The Okabe Group communicates widely with stakeholders and society and actively discloses corporate information in a fair and manner.
5. **Social contribution**
The Okabe Group actively contributes to society as a good corporate citizen.
6. **Elimination of antisocial forces**
The Okabe Group takes a resolute stance on antisocial forces and groups that threaten the order and safety of civil society.
7. **As a global company**
In international business activities, the Okabe Group complies with international rules and local laws, respects local cultures and customs, and engages in management that contributes to the development of local communities.



8. Prohibition of forced and child labor
Under the Okabe Group Human Rights Policy, the Okabe Group will not be involved in any forced labor or child labor and ensures that its supply chains, including business partners, also thoroughly respect international rules.

9. Compliance with corporate ethics
The top management recognizes that its role is to achieve the spirit of these guidelines, takes the initiative and sets good examples, ensures internal compliance with corporate ethics, and communicates them to all members of the Group.

10. Defining responsibility
Senior management directly works to solve any problem arising contrary to these guidelines, determines the cause, takes measures to prevent a recurrence, promptly discloses appropriate information, provides adequate explanations, fulfills its accountability, clarifies authority and responsibility, and ensures the appropriate treatment of itself and other parties.