

Basic Policy on Respect for Human Rights

1.Principles of respect for human rights

We support international norms such as the International Bill of Human Rights (the Universal Declaration of Human Rights and the International Covenant on Human Rights (the Covenant on Economic, Social and Cultural Rights)), the ILO Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, and the Guiding Principles on Business and Human Rights. We will not be directly or indirectly involved in discrimination or violation of human rights, nor will we strive to prevent or mitigate the negative impact on our business partners and business partners.

2.Elimination of Discrimination

In addition to all discrimination, exclusion or priority based on race, colour, sex, religion, political opinion, national origin or social origin, we will not discriminate, exclude or give priority to any discrimination on the basis of nationality, ethnicity, language, age, status, employment form, beliefs, values, lifestyle, appearance, health, physical or intellectual function handicaps, sexual orientation/self-recognition, pregnancy, marital status, etc.

3.Compliance with Laws and Regulations

We will comply with all laws and regulations regarding human rights in all countries and regions in which we operate.

4.Human rights due diligence

We will identify negative human rights impacts associated with our business activities and activities and continue to implement activities to prevent or mitigate them, based on the idea of human rights due diligence in the UN's Guiding Principles on Business and Human Rights.

5.Remedies

We will make immediate remedies when we are found to have caused or involved a negative impact on human rights through appropriate means.

6.Education

We continuously conduct training and awareness-raising activities to ensure that our employees understand this policy and that this policy is firmly established in their daily corporate activities and business activities.

7.Information disclosure

We disclose information about our efforts to respect human rights through various means of communication, including the website.

February 10, 2022

Change Co., Ltd.

Board of Directors