

# [Labor policy]

## basic principle

AuBEX Group respects human nature and individuality of each and every employee, complying with international norms, relevant countries and local laws and regulations, as well as understanding the diversity of values such as culture, religion, customs and institutions. We will develop and operate our labor management system and strive to create a workplace environment that is worthwhile.

### **1. Respect for fundamental human rights**

We respects the culture, customs, and history of each country conducting business activities, respecting the fundamental human rights guaranteed by the constitution and laws, and does not infringe. We also eliminate all harassment such as sexual harassment and power harassment.

### **2. Elimination of discrimination**

We does not discriminate against anything by race, creed, gender, religion, nationality, disease in business activities. Also, in employment, we will realize equality of opportunity and fairness in treatment.

### **3. Prohibition of forced, child labor**

We will not engage in any kind of forced labor when conducting business activities. Also, for employees under the age of 18, we will not engage in work that is dangerous to health and safety. We do not do any child labor in violation of the laws of each country.

### **4. Respect for the rights of workers**

Based on the laws and regulations of each country conducting business activities, we respects the rights of workers.

### **5. Working hours and wages**

We will endeavor to prevent employment beyond the working hours prescribed by the laws and regulations of each country conducting business activities, except in case of emergency or emergency. We will properly manage working hours, holidays, and vacation and give at least one day off to the week. In addition, paying salaries after observing the wage-related laws of each country, we will not do any unreasonable reduction of salary for employees.

### **6. Securing a safe and comfortable working environment**

We will comply with the laws and regulations concerning occupational safety and health and matters stipulated in the internal regulations of the Group and will develop and operate a management system related to occupational safety and health. We strive to create a comfortable workplace and provide a safe and hygienic working environment.