

Takara Bio Group Human Rights Policy

Recognizing that Takara Bio Group may potentially affect the human rights of various stakeholders, including business partners, customers, and local communities, in addition to our employees, through our business activities, we respect human rights as set out in the United Nations International Bill of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. This policy applies to all officers and employees of Takara Bio Group. We will also request business partners to support and comply with this policy.

1. We will comply with the laws and regulations of each and every country in which we conduct business activities.
2. We will respect the diversity, personality, and individuality of all stakeholders, and will not allow any irrational discrimination on the grounds of birth, nationality, race, ethnicity, creed, religion, gender, age, disability, sexual orientation, gender identity, employment status, hobbies, or educational background, etc.
3. We support the right to freedom of association and the right to collective bargaining. Illegal child labor and forced labor are not permitted in domestic and overseas working environments.
4. We will establish and operate a whistle-blowing contacts within the Company and at an external third-party organization for reporting violations of laws, regulations, and internal regulations, including this policy. In addition, we will prohibit any disadvantageous treatment of whistleblowers on the basis of such whistleblowing.
5. We will extensively convey our Human Rights Policy to our employees and provide ongoing education and training.