



April 01, 2024

i-PRO Global Human Rights Policy

i-PRO Group^{*1} (hereinafter, i-PRO) contributes to the security and safety of society, aims to be a company that continues to create new value, and respects the human rights of each individual as the foundation of its business activities.

The i-PRO Global Human Rights Policy (hereinafter, this Policy) expresses i-PRO's attitude towards initiatives for the respect of human rights in accordance with its corporate Code of Conduct, which was established based on the purpose and vision that we pursue.

1. Fundamental Approach

i-PRO respects the human rights of each individual based on international human rights standards including the International Bill of Human Rights, the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO), the Guiding Principles on Business and Human Rights of the United Nations, and the OECD Guidelines for Multinational Enterprises, while respecting the human rights legislation in the jurisdictions in which i-PRO operates. i-PRO also supports the Ten Principles of the UN Global Compact (UNGC) as a corporate signatory to the UNGC.

i-PRO strives earnestly to understand each individual's culture, religious background and values, etc. and interact with them with respect.

i-PRO pays attention to unconscious bias and unmindful discrimination hidden in existing practices and acts in a way so as to actively realize higher-order concepts of human rights.

i-PRO will seek ways to respect the international human rights code and principles in the unlikely event that there is a disparity or inconsistency between the laws in a country or region and international standards or principles.



2. Scope of Application

i-PRO applies this Policy to all of its officers^{*2} and employees^{*3} and requires them to comply with this Policy. i-PRO also encourages to ensure the understanding and support for this Policy and respect for human rights, from all of its customers, business partners, and suppliers worldwide, as well as all stakeholders directly related to i-PRO's business, products, and services.

3. Human Rights Due Diligence and Remedy

i-PRO will establish and implement due diligence system for human rights, identify our negative impacts on human rights in society, and endeavor to prevent or mitigate them.

i-PRO establishes its i-PRO Global whistleblowing system to appropriately handle human rights-related issues. Such consultations and reports are taken seriously, while guaranteeing the confidentiality regarding the fact and details of consultations/complaints, and we do not allow unfair treatment of, or reprisals against, the person who initiated the consultation/complaint, nor people who cooperate in investigations.

i-PRO will work hard on the remedy and correction through appropriate procedures in the unlikely event that we are being found to have caused or to have been involved in causing, negative impact on human rights.

4. Dialog and Discussion

i-PRO engages in dialog and discussion with all related stakeholders regarding the handling of potential or actual impacts on human rights. i-PRO takes the opinions and wishes obtained through dialog with stakeholders seriously, strives to understand their true nature, and to respond promptly and in good faith.



5. Respect for Human Rights regarding Products and Services

i-PRO, as a company that continues to strive for technological innovation, deeply recognizes that advanced technology has merits and demerits and takes the utmost care to ensure that human rights are not violated.

i-PRO continues to assess the impact on our customers' lifestyle, society and the environment based on the laws, social standards as well as corporate regulations and reflects the results of such assessments to our products and services, in regard to the risks related to human rights which could potentially emerge from information security, privacy protection and ethics of Artificial Intelligence (AI) and others.

6. Education and Training

i-PRO will reflect this Policy in the necessary procedures and provide appropriate education and training to all officers and employees in an effort to ensure that it becomes established throughout our business activities.

7. Officer in Charge

i-PRO clarifies the Chief Executive Officer (CEO) is the ultimate person responsible over initiatives for human rights, and its Chief Human Resources Officer (CHRO) is the person responsible for the execution of these initiatives.

i-PRO's Board of Directors are responsible for supervision of the direction on dealing with respect for human rights, human rights issues and its initiatives, and the status of the compliance.

8. Disclosure

i-PRO will disclose the status of the initiatives on respect for human rights on its website.



This Policy has been approved by the Board of Directors on March 29, 2024.

April 01, 2024

i-PRO Co., Ltd.

Representative Director, Chairperson of the Board
& Chief Executive Officer

Masato Nakao

*¹ i-PRO Group refers to i-PRO Co., Ltd., and its affiliated subsidiaries.

*² Officers refers to directors, auditors, and persons equivalent.

*³ Employees refers to persons engaged in the work of the company, including full-time, temporary, contract, agency dispatch, part-time and casual employees.