

1. Commitment to respecting human rights

The NIPRO Group conducts its business activities based on the Management Philosophy of “In looking toward our future as a truly global comprehensive medical manufacturer, we believe our current and future responsibility to society is to develop innovative, value-added products and technologies that improve patient outcomes and healthcare worldwide.” We will comply with applicable laws and regulations in all countries and regions where we operate and will fulfill our responsibility to respect internationally recognized human rights.

2. Basic stance on human rights

The NIPRO Group’s understanding of the responsibility to respect human rights means, in accordance with the United Nations Guiding Principles on Business and Human Rights, avoiding gross human rights abuses caused or exacerbated by corporate activities and addressing (remediating) any adverse impacts on human rights that it is involved in. Because adverse impacts on human rights may arise through our own activities and business relationships, we believe that we have the responsibility to take proactive action, taking into account the scope and extent of these impacts. The NIPRO Group also respects internationally recognized human rights, in particular the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

3. Scope of the application of the Human Rights Policy

The NIPRO Group respects the human rights of various stakeholders, including all officers and employees (full-time employees, contract employees, part-time employees, temporary employees, etc.) , shareholders, business partners, customers, creditors, and local communities, and expects that this policy will apply to all stakeholders and that they will understand and support this policy.

4. Important human rights issues in the NIPRO Group

Among the internationally recognized human rights that the NIPRO Group respects, we have identified particularly important human rights issues. Please refer to the attached document for the identified human rights issues.

5. Human rights promotion system

Even after its formulation, this policy will be reviewed regularly, incorporating expert advice from both within and outside the company, to ensure that it responds to changes in the business environment and stakeholder expectations. The President of NIPRO CORPORATION, who approved this policy, has the overall authority and responsibility for the efforts to respect human rights set out in this policy. Furthermore, the formulation of business policies, education, and awareness-raising required to implement this policy in our business shall be the responsibility of the head of each business division or a department head delegated to do so.

6. Ongoing human rights due diligence

The NIPRO Group will identify adverse human rights impacts on rights holders in the value chain that have occurred or could potentially occur in its activities and business relationships, and it will assess the magnitude of those impacts based on their severity and the likelihood of their occurrence. Based on the results of the assessment, we will prioritize the prevention and mitigation of the most serious impacts or impacts that require urgent action as “human rights issues that the NIPRO Group should address as priorities,” and we will work to prevent or mitigate them (correct human rights issues).

Even after taking corrective measures, we will take additional steps as necessary and continually assess their effectiveness.

7. Remedies and remediation

The NIPRO Group has established a grievance mechanism as a redress mechanism to identify early on concerns that its activities may cause or contribute to adverse impacts on human rights and to prevent or minimize such impacts.

The NIPRO Group's grievance mechanism is based on the policy set by the Governance Control Headquarters. It comprises a series of processing and monitoring systems that ensure the safety of users and the transparency of the process, from detecting human rights concerns (accepting complaints) to investigating, taking corrective measures against those involved, offering improvement programs to prevent recurrence, and providing feedback to whistleblowers.

Under this grievance mechanism, if an adverse impact on human rights occurs despite the efforts to respect human rights set out in this policy, we will make every effort to take remedial measures to restore human rights as quickly and effectively as possible. Furthermore, in order to prevent or mitigate any adverse impacts on human rights, we will engage in thorough dialogue with those involved while seeking advice from experts, and we will take appropriate corrective measures to prevent recurrence, such as promoting understanding and awareness of our Human Rights Policy.

8. Dialogue and consultation with stakeholders

The NIPRO Group places importance on ongoing communication with stakeholders as part of its due diligence process.

In the process of identifying and remedying adverse impacts on human rights, we will consider the direction of our efforts while obtaining information and advice from experts both inside and outside the company. We will also use feedback from targeted people and those involved to verify the effectiveness of these efforts.

9. Raising awareness of and providing education on the Human Rights Policy

In order to ensure that the Human Rights Policy takes root, the NIPRO Group will provide education, enlightenment, and dialogue opportunities necessary to understand and implement the policy. We will also analyze the causes and severity of adverse human rights impacts identified through monitoring and the grievance mechanism as well as the likelihood of their occurrence, and we will use the lessons learned from this analysis to improve our due diligence process and human rights remedial, preventive, educational, and awareness-raising mechanisms.

10. Information disclosure

The NIPRO Group will give top priority to the safety of stakeholders affected by its activities and will disclose the status of its efforts to address human rights issues to both inside and outside the company from the perspective of building appropriate relationships and ensuring transparency.