

Human Rights Policy of the Futaba Group

Since its founding, the Futaba Group has prioritized the provision of three core values: the environment, peace of mind, and quality of life. We remain dedicated to providing these values even more widely throughout the world in the future. To help achieve this objective, we intend to continue taking on the challenge of creating products and services that help to resolve social issues through the high-level engineering, development, and manufacturing skills that we have nurtured over time and our production system that we have deployed across the world. These capabilities derive from the Futaba Way, which defines the beliefs, common values, and corporate pride passed down over generations through the Futaba Group.

As part of this approach, we are fully aware of the importance of respecting the human rights of everyone with a connection to the Futaba Group in all of our business activities. Consequently, we have formulated the Human Rights Policy of the Futaba Group (hereinafter referred to as “this policy”) and are carrying out initiatives emphasizing respect for human rights following its provisions.

1. Commitment to respecting human rights

The Futaba Group respects the laws and regulations of every country and region around the world in the pursuit of its business activities as part of a framework for implementing the UN Guiding Principles on Business and Human Rights and in accordance with international norms such as International Bill of Human Rights (the Universal Declaration of Human Rights and International Covenants on Human Rights), ILO Declaration on Fundamental Principles and Rights at Work, etc.

In the event that any of our business partners or other relevant parties engages in or promotes an act that has a negative impact on human rights, the partner or the like will be required to respect and not infringe upon those human rights.

If the laws or regulations of the applicable country or region differ from the international norms of human rights, or contradicts those norms in accordance with a higher standard, we will search for a method to respect internationally recognized human rights to the highest degree possible.

2. Scope

This policy applies to all directors, officers, and employees of the Futaba Group.

We also expect all stakeholders, including suppliers involved in the products and service of the Futaba Group to understand and support this policy.

3. Human rights due diligence

To realize its responsibility to respect human rights, the Futaba Group has constructed and is continuously implementing a system of due diligence for human rights as a process to identify, prevent, and mitigate negative impacts on human rights.

4. Correction and remedy

In the event that one of its own business activities directly causes a negative impact on human rights, or an indirect impact by one of its suppliers or other relevant parties is identified, the Futaba Group will work to correct and remedy that impact by the appropriate means.

5. Training and education

The Futaba Group will carry out the appropriate education and training for all directors, officers, and employees so that this policy can be incorporated into all its business activities and implemented effectively. Furthermore, the Futaba Group will make every effort to prevent and remedy any adverse impact on human rights by thoroughly disseminating this policy.

6. Progress confirmation and information disclosure

The Futaba Group will continuously monitor the level of compliance with this policy and work to raise this level if necessary. Furthermore, the Futaba Group will properly disclose the status and results of initiatives pertaining to the respect for human rights.

7. Dialog and deliberations with stakeholders

The Futaba Group will consult with experts and carry out dialog and deliberations with relevant stakeholders with respect to measures against negative impacts on human rights.

8. Key themes

The Futaba Group regards the following items as key themes pertaining to the respect for human rights.

- (1) The prohibition of discrimination, and the respect for and acceptance of diversity
- (2) The prohibition of Harassment
- (3) The prohibition of Illegal Migrant and forced labor
- (4) The prohibition of Child labor

This policy was approved at the Board of Directors' Meeting of Futaba Industrial Co. Ltd. on July 27, 2023.

July 27, 2023
Futaba Industrial Co. Ltd.
Yoshihiro Uozumi, President