

Basic Policy on Respect for Human Rights

1 . Basic ideas regarding respect for human rights

- The management of NIPRO Group centers on offering products and services and creating techniques and businesses to support the health of people living in various countries and regions by meeting their medical needs.
- The NIPRO Group understands that there are diverse people in the world, with differences in race, nationality, ethnicity, sex, age, religion, belief and thought, social status, sexual orientation, educational background, occupation, disability, disease, and appearance.
- The NIPRO Group, strongly aware of its social responsibilities in contributing to the health and lives of various people around the world through medical care, and understanding that unfair discrimination, harassment, or prejudice must not be tolerated, will not treat any individual unfairly or in a discriminatory fashion in determination of employment or working conditions.
- The NIPRO Group will comply with international norms related to human rights, respect the values and personality of each individual, not act in a manner that is discriminatory in any situation, and deal with every person as equals without regard to their positions or roles.
- The NIPRO Group advances its business activities with sincerity, respecting the human rights of the many people involved, including its employees, customers, and suppliers, as well as the employees of organizations in employment relations with them. The NIPRO Group recognizes that giving the utmost consideration to their work environments, health, and safety is a social responsibility of all corporations.

2 . Whistleblower systems

- The NIPRO Group has a whistle-blowing hotline for reporting information and sincere doubts regarding illegal or inappropriate acts and information disclosure.
- The NIPRO Group has established rules to prevent whistleblowers from being treated unfavorably.
- The NIPRO Group will undertake secondary damage prevention, cause investigation, and recurrence prevention measures, while taking care to preserve whistleblowers' privacy.