



# POLICY ON HUMAN RIGHTS

Orffa considers social and economic development as a license-to-operate for its supply chain, including safeguarding the global environment through fair and upright corporate activities. We recognize that respecting the human rights of persons affected by our business activities and endeavoring to take responsibility for doing so are of utmost importance, and to this end we have formulated our Policy on Human Rights (“the Policy”), based on the UN’s Guiding Principles on Business and Human Rights.

## OUR BASIC STANCE ON HUMAN RIGHTS

We support and respect all international rules on human rights, including the UN’s International Bill of Human Rights (Universal Declaration of Human Rights and International Covenant on Human Rights), the ILO’s Declaration on Fundamental Principles and Rights at Work and the 10 Principles of the UN Global Compact.

## SCOPE OF APPLICATION

This Policy applies to all executives and employees of Orffa. We also ask that stakeholders (vendors, service providers, contractors, third-party manufacturers, joint venture partners, outsourcing partners, customers and other business partners and local communities) and other related parties observe the intent of the Policy and take appropriate action if a negative effect on human rights caused by them is directly related to the business activities of Orffa.

## RESPONSIBILITY FOR HUMAN RIGHTS

We will carry out our responsibility to respect human rights by ensuring that we do not violate human rights. If it should come to light that any of our business activities are having a negative impact on human rights, we will take appropriate action to remedy the situation.

## HUMAN RIGHTS DUE DILIGENCE

We will create and continue using a system for carrying out human rights due diligence.

## REDRESS

We will create a system (complaint resolution mechanism) for reporting when our business activities have a negative effect on human rights or we have been involved in human rights violations. If such reports are received, appropriate procedures for redress will be taken once the facts are sufficiently ascertained.

## DIALOGUE AND DISCUSSION

We will engage in sincere dialogue and discussion with relevant stakeholders in order to promote initiatives in line with this Policy.

## COMPLIANCE WITH RELEVANT LAWS

We will observe the laws and regulations of the countries or regions where we conduct business activities. If national laws are in contradiction with internationally recognized human rights, we will pursue solutions in which we can respect human rights principles.

## EDUCATION AND TRAINING

We will conduct appropriate training and skill development for our executives and employees to ensure that this Policy is understood and effectively put into practice in all our business activities.

## INFORMATION DISCLOSURE

We will report on our initiatives and status for fulfilling our responsibilities to respect human rights through our official website and other avenues.