



October 27, 2022
IINO Kaiun Kaisha, Ltd.

Establishment of IINO Group Human Rights Policy

IINO Kaiun Kaisha, Ltd. (IINO) hereby announces that “IINO Group Human Rights Policy (the Policy)” has been established in accordance with the United Nations” Guiding Principles on Business and Human Rights” and it has been approved by the Board of Directors.

IINO has identified "respecting human rights and considering local communities" as one of the materiality issues in our management, and we are taking action to address this issue. This policy is the top policy regarding human rights based on "the IINO Group Philosophy" and clarifies our approach to respect for human rights, which is one of the social responsibilities we must fulfill as a global company.

We respect the human rights of all stakeholders involved in our business activities, and we will fulfill our responsibility to respect human rights by promoting remedial measures, such as conducting human rights due diligence and establishing remedy mechanisms, based on this policy, in response to any direct or indirect adverse impact on human rights that may be caused by any of our business activities.

IINO Group Human Rights Policy

https://www.iino.co.jp/kaiun/english/csr/pdf/human_rights.pdf

Introduction of the Group's human rights initiatives

https://www.iino.co.jp/kaiun/english/csr/human_rights.html

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