

DMC Human Rights Policy

In accordance with the corporate philosophy of "achieving sustainable growth while promoting happiness throughout society," DMC strives to realize a sustainable society through its business taking account of social and environmental issues. In order to do so, we place a priority on our responsibility to protect human rights.

[Corporate responsibility to protect human rights]

We understand it is a significant corporate responsibility to promote human rights protection, to protect all stakeholders' rights and individuality, and to provide a safe, secure and comfortable working environment.

The DMC Human Rights Policy conforms to the International Bill of Human Rights and the Declaration on Fundamental Principles and Rights at Work by the International Labor Organization (ILO).

Responsibility for human rights protection applies to all executives and employees at DMC and its affiliated companies. We also require all our suppliers and business partners to protect human rights. If human rights are violated, we take prompt and appropriate action.

[Fulfillment of our responsibility to protect human rights]

DMC promotes human rights protection in accordance with the United Nations Guiding Principles on Business and Human Rights.

DMC has established human rights due diligence processes to identify DMC business that impact human rights and reduce or prevent human rights violations.

In the event that DMC business activities cause a negative impact on human rights, either directly or indirectly, we shall strive to address the issue immediately through appropriate action.

DMC follows the laws and regulations of the regions where it conducts business activities. In the event that there is a contradiction among internationally adopted

human rights conventions and laws and regulations in individual countries and regions, we strive to follow the international principles of human rights protection.

DMC provides appropriate education and enlightenment to implement this basic policy into its business activities.

We also discuss with our stakeholders responses to potential and actual impact on human rights.

DMC discloses the progress and results of its approaches to human rights protection on its website and reports.

Effective: April 1, 2018