

Anti-Forced and Child Labor Policy

This policy is formulated for the purpose of the companies, officers and employees of the G-TEKT Group respecting "ILO Declaration on Fundamental Principles and Rights at Work" and complying with various laws concerning Forced Labor and Child Labor.

We declare here not to accept any Forced and Child Labor.

Article 1 (Applicable target)

- (1) This policy is applied to all companies, which include subsidiaries and affiliates (hereinafter referred to as "each company"), officers and employees belonging to the G-TEKT Group (hereinafter referred to as "each officer and employee").
- (2) Each company, officer and employee must carefully confirm the laws concerning Forced Labor and Child Labor (hereinafter referred to as "related laws and regulations") and pay attention not to violate the laws.

Article 2 (Prohibition of Forced Labor)

- (1) Each company, officer and employee should not use forced, binding (including debt restraint), non-voluntary, slave or trafficking labor force. This includes transporting, harvesting, recruiting, transferring or taking over people who are in weak positions by intimidation, compulsion, control, abduction, fraud for exploitation purposes.
- (2) Each company, officer and employee should recognize and take the necessary measures to secure that all labor must be voluntary, and employees can terminate employment at their own will.
- (3) Each company, officer and employee should not ask employees to transfer public identification cards, passports, work permit as a condition of employment.
- (4) Each company, officer and employee should not tolerate exorbitant fees and all fees imposed on laborers must be disclosed to the laborers.

Article 3 (Prohibition of Child Labor)

- (1) Each company should not use Child Labor in any business. "Child" means a person who is younger than the higher of the minimum working age prescribed by law or the age for completing compulsory education. In addition, no person under the age of 18 shall be assigned to hazardous work, night work, or any other work prohibited by applicable laws and regulations that is likely to harm their health, safety, or morals.
- (2) In employment, each company should confirm the age of those who become employees beforehand by public identification cards, etc.

- (3) Each company should support laborers to use legitimate training programs.

Article 4 (Organizational Structure)

- (1) The Compliance Officer, appointed from G-TEKT (headquarters in Japan)'s Officers, (hereinafter referred to as "the Compliance Officer"), supervises the G-TEKT Group's compliance. The Compliance Officer constantly monitors for this policy to be properly operated, and reports to the G-TEKT Board of Directors, in case of discovering problems.
- (2) Compliance managers are appointed from the management team at each company. Each company establishes a committee to deal with compliance including Forced and Child Labor
- (3) Each company establishes an internal reporting desk that can be reported anonymously. Each company's committee to deal with compliance actively conducts educational activities of its existence.
- (4) In cases inappropriate acts are discovered in light of related laws and regulations, this policy or internal regulations, each company's committee to deal with compliance promptly reports the situation to the Compliance Officer and cooperates to investigate or deal with the problem.

Article 5 (Formulation of internal regulations)

- (1) Each company consults with lawyers or other experts as necessary to formulate internal regulations that embody this policy, considering related laws and regulations and the actual circumstances of the company. The internal regulations must be approved by the Compliance Officer.
- (2) Regardless of the position, officers and employees who committed inappropriate conduct in light of related laws and regulations, this policy or internal regulations shall be strictly punished in accordance with internal regulations.

Article 6 (Education)

- (1) Education of Forced and Child Labor is to be carried out continuously through training etc.
- (2) The contents of the education are practical contents including concrete examples, based on the understanding of regulations of related laws and regulations, this policies and internal regulations of each company.

Article 7 (Cooperation request to supplier)

- (1) Each company requests cooperation from suppliers so as not to commit inappropriate conduct in light of related laws and regulations, this policy and internal regulations.
- (2) In case violations of related laws and regulations, this policy or internal regulations by suppliers are discovered, each company promptly requests correction and if correction can't be expected, considering measures including elimination of business relations.

Article 8 (Audit)

- (1) The Compliance Officer audits the company's compliance with this policy and internal regulations on a regular basis, and reports the results to the G-TEKT Board of Directors.
- (2) Each company strives to make audit results widely shared among officers and employees.

Established: December.1.2017

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G-TEKT CORPORATION
PRESIDENT
NAOHIRO TAKAO