

NRS GROUP Human Rights Policy

Under the corporate philosophy of "Like a shining diamond, to share happiness with everyone", NRS GROUP has raised "To be a leading chemical-logistics company in the world" as its vision (management goal). Respect for human rights is essential for achieving these goals.

Furthermore, in contributing to the realization of a sustainable society, we understand the importance of respecting the human rights of all individuals affected by our corporate activities.

To fulfill our responsibility to respect human rights, we hereby establish the "NRS GROUP Human Rights Policy" (hereinafter referred to as "this Policy") based on the Guiding Principles on Business and Human Rights, adopted by the United Nations Human Rights Council in June 2011.

1. Basic Principles on Human Rights

We support and respect the International Bill of Human Rights, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and The OECD Guidelines for Multinational Enterprises. We also promote corporate activities in accordance with the United Nations Guiding Principles on Business and Human Rights.

2. Scope of Application

This Policy applies to all directors and employees of NRS GROUP. We also expect all business partners of NRS GROUP to understand and support this Policy.

3. Implementation of Human Rights Respect

We recognize that addressing the following human rights issues related to our corporate activities is an important element of fulfilling our responsibility to respect human rights.

Respect for Diversity

We strive to create opportunities where individuals with diverse values such as cultural, ethnic, generational, and customary differences can fully demonstrate their individuality, qualities, and abilities.

Prohibition of Discrimination and Harassment

We prohibit discrimination based on factors such as age, race, creed, skin color, gender, sexual orientation, gender identity, gender expression, religion, nationality, language, physical characteristics, wealth, or place of origin. We also enforce the eradication of harassment in any form, whether physical or mental, that is perceived as offensive, respecting the dignity of individuals.

Provision of Fair, Safe, and Healthy Working Conditions

We comply with labor-related laws and regulations applicable in each country and region concerning the payment of wages to employees and working hours, ensuring a safe and health-conscious working environment.

Respect and Protection of Privacy

We respect and protect personal privacy. We handle personal information in compliance with relevant laws and regulations, preventing information loss or leakage.

Respect for Freedom of Association and Collective Bargaining Rights

We respect employees' freedom of association and the right to collective bargaining.

Respect for Freedom of Expression and Speech

We respect the right of all individuals to express themselves without being subjected to regulation or censorship.

Prohibition of Forced Labor, Child Labor, and Human Trafficking

We prohibit all forms of forced labor, child labor, and human trafficking.

Harmony with Local Communities

We consider the human rights of local residents and promote our corporate activities accordingly.

4. Human Rights Due Diligence

We conduct human rights due diligence based on the United Nations Guiding Principles on Business and Human Rights. Specifically, we assess human rights risks and aim to prevent and mitigate identified human rights violations.

5. Remediation

If our business activities are found to have caused or contributed to negative impacts on human rights, we work to rectify and provide remedies through appropriate means.

6. Education and Training

We provide education and training for all directors and employees of NRS GROUP to ensure they fully understand this Policy and its integration into our company-wide operations.

7. Dialogue and Consultation

We recognize the importance of understanding the perspectives of those affected by negative impacts on human rights. Therefore, we continue to engage in dialogue and consultation with stakeholders to advance our efforts in respecting human rights.

8. Responsibility

We appoint responsible directors who oversee the implementation of this Policy and monitor its execution.

9. Reporting and Contact Point

We establish systems where NRS GROUP employees and external stakeholders can report concerns regarding human rights issues. We strive to enhance the effectiveness of reporting while ensuring confidentiality and the protection of personal information. We do not subject reporters to disadvantageous treatment

for reporting.

10. Information Disclosure

We disclose information regarding our efforts to respect human rights based on this Policy in a timely and appropriate manner through our website and other means.

11. Compliance with Applicable Laws and Regulations

We comply with all laws and regulations applicable in countries and regions where we conduct business activities. However, if the requirements of national or regional laws differ from internationally recognized human rights standards, we seek ways to uphold international human rights principles.

This Policy has been approved by the Board of Directors of NRS CORPORATION.

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NRS CORPORATION
Hiroto Tanaka
President and COO