

Human Rights Policy

DISCO (“DISCO” refers to DISCO CORPORATION and each company belonging to the DISCO group. The same shall apply hereinafter.) clearly states in DISCO VALUES that in order to make steady progress toward the accomplishment of our social mission (Mission), that is, “Bringing faraway science to comfortable living through advanced ‘Kiru’, ‘Kazuru’, ‘Migaku’ technologies,” the corporate image we wish to attain (Target) is to be an existence that is welcomed by our stakeholders and society. This Human Rights Policy clarifies DISCO’s policy regarding respect for human rights based on the concept of this Target.

1. Respecting International Principles and Rules

DISCO respects the International Bill of Human Rights, including the United Nations Universal Declaration of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work, and carries out initiatives to promote respect for human rights while using the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct as reference.

2. Commitment to Respect Human Rights

DISCO recognizes that its business operations could have potential and actual impacts on human rights, respects internationally recognized human rights, and thoroughly complies with the related laws and regulations of all countries in which it carries out business operations. In cases where the laws and regulations of the country in which the business operations are carried out are in conflict with the international principles and rules concerning human rights, DISCO will strive to the utmost to respect the internationally recognized human rights to the greatest extent possible.

3. Scope of Application

This policy applies to the executives of DISCO (“DISCO” refers to DISCO CORPORATION and each company belonging to the DISCO group) and those who are employed by DISCO (hereinafter referred to as “DISCO Personnel”). In addition, DISCO continuously strives to promote activities that conform to this policy and that are in line with initiatives based on this policy to our suppliers, and respects the human rights of the employees of all of our business partners who are a part of the supply chain.

4. Governance

When establishing or revising this policy, the Management Meeting consisting of Executive Officers will deliberate the proposal and, after submitting said proposal for deliberation to the permanent Ethics Committee within the Board of Directors, obtain approval from the Board of Directors. In order to adapt to new social requirements and changes in the business environment, this policy will be reviewed on a regular basis and updated as necessary.

5. Individual Issues Concerning Human Rights

(1) Prohibition of Discrimination

DISCO respects the human rights of all our stakeholders, and does not permit any discrimination using gender, sexual orientation, age, nationality, race, ethnicity, religion, educational background, mental and physical disabilities, illnesses, etc. as a direct reason to do so.

(2) Prohibition of Harassment

DISCO does not permit any form of harassment, including sexual harassment and workplace bullying.

(3) Prohibition of Child Labor, Forced Labor, Slavery, and Human Trafficking

DISCO does not permit any child labor, forced labor, slavery, or human trafficking in its business activities.

(4) Respect for Basic Labor Rights

DISCO respects the rights of DISCO Personnel to voluntarily form and join labor unions, collectively bargain, and participate in peaceful assembly, as well as the right to refrain from such activities.

(5) Adequate Provision of Wages and Reasonable Working Hours

DISCO respects the human rights of workers and complies with the relevant laws and regulations of different countries and regions pertaining to working conditions, including working hours, vacations, wages, etc.

(6) Product Safety, Workplace Health and Safety

DISCO strives to secure the safety of our products as well as the health and safety of our workplace by taking measures to ensure that our products and services do not threaten the life and health of the people who manufacture, provide, or use the products and services.

(7) Establishing a Working Environment that Realizes Job Satisfaction

DISCO gives top priority to the safety and health of DISCO Personnel, and establishes an environment in which those suited to be members of the organization may demonstrate their ability.

6. Human Rights Due Diligence

In order to fulfill our responsibility to respect human rights, DISCO has established a human rights due diligence system, continuously carries out initiatives under the system, and verifies the effectiveness of the system by engaging with stakeholders.

7. Access to Remedy

DISCO has various channels (including globally) for our stakeholders, including DISCO Personnel and suppliers, to carry out reporting, consultations, proposals, or whistleblowing on an anonymous basis. In addition, it is prohibited to take any adverse action against individuals on the grounds that they have carried out such reporting, consultations, proposals, or whistleblowing. If it becomes clear that DISCO has caused or contributed to an adverse impact on human rights,

DISCO will seek to remedy the situation through the appropriate means and take appropriate measures to help the victims whose human rights were adversely impacted.

8. Disclosure of Information, Communication, and Training

DISCO provides training and education as necessary in order to instill this policy among DISCO Personnel. In addition, DISCO aims to communicate this policy and initiatives based on this policy to our suppliers and other stakeholders and further promote their understanding through methods such as disclosing information on our official website.