

[Appendix] Important Items

The YKK Group is aware that addressing the following human rights issues relating to its business activities is a key part of its human rights responsibilities and responds with the following appropriate procedures.

Child Labor

- We work to prevent and eliminate child labor, which impedes the healthy growth of children and denies them educational opportunities.

Forced Labor

- We do not tolerate any kind of forced or prison labor.
- We engage in initiatives to avoid any risk of forced or prison labor occurring in our business activities.

Health and Safety

- We are committed to protecting people's health and safety, and will respond immediately and appropriately should there be any threat to their health and safety.

Prohibitions on Discrimination, Harassment, and Abuse

- The YKK Group prohibits employees from committing any form of discrimination based on sex, age, nationality, race, beliefs, creed, religion, disability, gender identity, or sexual orientation, and does not tolerate any kind of harassment.
- As well, in our business activities, we work to stop discrimination, bullying, and harassment and abuse that adversely affect the working environment and the mental and physical health of workers. We respond immediately and appropriately whenever we are made aware of such circumstances.

Freedom of Association

- We respect the freedom of association and collective bargaining rights.