

# Sumitomo Rubber (Thailand) Human Rights Policy



The "Sumitomo Rubber (Thailand) Human Rights Policy" was established based on international standards, including relevant treaties and principles, and was approved by the President. This policy articulates the Company's commitment to respecting human rights and serves as the highest policy governing all other regulations and guidelines enforced within the Company regarding how we ensure respect for human rights.

## 1. Our Approach on Respect for Human Rights

### (1) Commitment to Respect Human Rights

The Sumitomo Rubber (Thailand) ("we") regards our purpose as "Through innovation we will create a future of joy and well-being for all," which is defined by our corporate philosophy. We recognize that understanding and addressing human rights issues that may arise in our global business is fundamental to embodying this purpose in our business activities.

We understand that our business activities may have impacts on human rights of both internal and external stakeholders in each process of our value chain from the procurement of raw materials to the sales of products and services. We strive to respect human rights throughout our entire value chain.

### (2) Positioning and Scope of the Human Rights Policy

The Sumitomo Rubber (Thailand) Human Rights Policy ("Policy") sets forth our approach specifically to respecting human rights based on our ethical action guideline, "[Code of Conduct](#)." This Policy governs all other rules and guidelines related to human rights within the Sumitomo Rubber (Thailand).

This Policy applies to all executives and employees within our group, as well as to the facilities under our management. Furthermore, we expect our business partners to support this Policy, and we also expect that our business partners understand and comply with this Policy.

### (3) Respecting International Human Rights Standards

We recognize the human rights stated in (1) Responsible Business Alliance Code of Conduct (RBA), (2) the Universal Declaration of Human Rights, (3) the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work as rights that must be upheld. We also work to respect human rights, adhering to (4) the OECD Guidelines for Multinational Enterprises and the Guiding Principles on Business and Human Rights. Being a signatory of the United Nations Global Compact, we endorse its ten principles and (5) UN Guiding Principles on Business and Human Rights.

Throughout our business activities, we comply with the laws and regulations of each country and region. Where local laws and regulations and international human rights standards differ, we strive to follow higher standards, and where they have conflicts, we seek ways to respect international human rights standards to the greatest extent possible.

## 2. Implementation of Human Rights Due Diligence

### (1) Management System and Responsibilities for Respecting Human Rights

This Policy has received approval from the Board of Directors, and the Human Rights Committee is entrusted to oversee its compliance and implementation. The Human Rights Committee will collaborate with related companies and divisions within the Group to implement day-to-day human rights efforts.

### (2) Addressing Adverse Impacts on Human Rights

In accordance with the United Nations Guiding Principles on Business and Human Rights, we will identify and assess adverse impacts on human rights related to our business activities. Furthermore, we will take measures to prevent and mitigate these impacts. In cases where we identify that we have caused or contributed to adverse human rights impacts, we seek to remediate such impacts through appropriate measures.

### (3) Remedies

Our executives, employees, and stakeholders worldwide can report their concerns or potential violations of this Policy related to business activities through [the SRT Whistleblowing Helpline](#) or the Compliance Consultation Office (SRI's helpline).

All consultations and reports made in accordance with this policy will be handled with the utmost privacy protection, and no retaliatory actions will be taken against the person making a consultation or report. All consultations and reports will be investigated and addressed, and we will take appropriate corrective actions in the event in which any violations are identified.

### (4) Respect for the Human Rights of Stakeholders

We uphold the human rights of all stakeholders related to our business (our employees, customers, suppliers, business partners, local residents including indigenous people, etc.). We strive to understand adverse impacts on human rights associated with our business activities from the perspective

of those who are or may be affected. We will continuously engage in dialogue with our stakeholders regarding human rights issues relevant to us and advance our human rights efforts.

### (5) Training and Education

We will conduct training for our executives and employees to ensure their understanding of this Policy and actions aligned with this Policy.

### (6) Information Disclosure

We will continuously monitor the implementation of this Policy and make necessary improvements as required. Our progress in embedding this Policy into our business activities and fostering a culture of respect for human rights will be regularly disclosed through our website, integrated reports, and other communication channels.

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## Our Efforts to Address Human Rights Issues of Stakeholders [Appendix]



### I. Diversity and Individual Dignity

We respect the uniqueness of each individual, privacy, and diversity. We prohibit any kinds of harassment and discrimination based on ideology, creed, religion, race, color, nationality, language, social status, origin, gender, sexual orientation, gender identity, gender expression, age, physical or mental disabilities, employment status, or hiring method. We do not engage in any form of acts that degrade the dignity of individuals. We strive to eliminate discrimination in recruitment and employment to ensure equal opportunities and fair treatment.

[\[Reference\] Human resource management Policy | Sumitomo Rubber \(Thailand\) Co., Ltd.](#)

### II. Labor and Workplace Environment

We do not allow any inhumane labor practices and strive to establish a supportive and suitable working environment and safety.

- We do not tolerate any form of modern slavery, including human trafficking, within our operations.
- Recognizing migrant and foreign workers as vulnerable stakeholders, we do not tolerate any unfair treatment towards them.
- We do not engage in child labor, which constitutes hiring of children under the minimum working age as stipulated by the laws and regulations in the countries and regions where we operate. We ensure that infants and children are not forced into labor and thereby hindered their healthy growth and access to education.
- We respect freedom of association and the right to collective bargaining, in accordance with laws and regulations in the countries and regions where we conduct our business.
- Furthermore, we comply with laws and regulations related to minimum wages, working hours, weekend and vacation entitlements, health and safety, and labor practices. We also execute and explain the mentioned rights and employment conditions to labor by conducting a written employment contract.

[\[Reference\] Occupational Health And Safety Management Manual | Sumitomo Rubber \(Thailand\) Co., Ltd.](#)

[\[Reference\] Human resource management Policy | Sumitomo Rubber \(Thailand\) Co., Ltd.](#)

### III. Right to Privacy

We comply with the laws and regulations concerning the personal information of respective countries and regions. We take all necessary and appropriate measures to ensure the security and safeguarding of personal information.

[\[Reference\] Privacy Policy | Sumitomo Rubber \(Thailand\) Co., Ltd.](#)

### IV. Land Issues and Indigenous Peoples' Rights

We respect the fundamental "Principle of Free Prior Informed Consent (FPIC)" and do not participate in any land-grabbing activities. In cases where we acquire land for plantations or industrial purposes, we take measures for affected indigenous peoples and local communities in accordance with the guidelines on FPIC principles as outlined in the "United Nations Reduction of Carbon Dioxide Emissions from Deforestation and Forest Degradation in Developing Countries" (UN-REDD\*). Furthermore, we respect the rights of indigenous peoples and local communities to utilize forest resources for their livelihoods.

[\[Reference\] Sustainability policy | Sumitomo Rubber \(Thailand\) Co., Ltd.](#)

### V. Consideration for Local Residents

To prevent adverse impacts on the safety and well-being of the local communities near our business sites, we assess impacts on human rights including prevention, reduction discharge and treatment pollution, proper wastewater treatment, and water stress, comply with international standards to prevent and mitigate risks, and take necessary measures.

[\[Reference\] Environmental management policy | Sumitomo Rubber \(Thailand\) Co., Ltd.](#)

### VI. Human Rights Abuses by Security Personnel

When appointing security firms, we comply with the laws and regulations of the respective countries and regions. Additionally, in selecting security firms, we support international guidelines such as the Voluntary Principles on Security and Human Rights, the Code of Conduct for Law Enforcement Officials, and the Basic Principles on the Use of Force and Firearms.

[\[Reference\] Security Operations Principles | Sumitomo Rubber \(Thailand\) Co., Ltd.](#)

### VII. Responsibility for Conflict Minerals

We strive to implement "Responsible Mineral Sourcing" in our supply chain to prevent any complicity in human rights abuses associated with the mining and trading of minerals in conflict and high-risk areas.

[\[Reference\] Procurement Guidelines | Sumitomo Rubber \(Thailand\) Co., Ltd.](#)

### VIII. Ethical Marketing/ Product Safety and Quality

We recognize preventing harm to life, body, or property by defects of our products, and providing products and services with the quality which does not hinder the trust from our stakeholders as the basis of our business activities. We provide safe products and services by complying with laws and regulations, Anti-any kinds of fraud and following our quality management system throughout the entire process from research and development to manufacturing, processing, inspection, distribution, to sales.

[\[Reference\] Quality management policy | Sumitomo Rubber \(Thailand\) Co., Ltd.](#)

[\[Reference\] Anti-Fraud policy | Sumitomo Rubber \(Thailand\) Co., Ltd.](#)

### IX. Management system

We strive to implement and improve continuously Our Efforts to Address Human Rights Issues of Stakeholders. We provide Human Rights Management System to be a framework for ensuring we have developed policies that fully incorporate human rights content, specifying methods for assessing and managing risks, and methods for regularly reviewing the status of human rights impact and management systems.

[\[Reference\] Human Rights Management System Sumitomo Rubber \(Thailand\) Co., Ltd.](#)

May 5<sup>th</sup>, 2026

Sumitomo Rubber (Thailand)

President, Mr. So Ishino

10/25/26