



Note: The following is an English translation of the Japanese-language original

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JAPEX Group Establishes “Human Rights Policy” (Information)

Japan Petroleum Exploration Co., Ltd. (JAPEX) has established the “Human Rights Policy” at this time.

With the emerging abuse of human rights and issues for labor by global business activities, the movement of various stakeholders are rising to require companies’ response to human rights issues. The establishment of global frameworks, laws, and regulations regarding respect for human rights, such as Guidelines on Respect for Human Rights in Responsible Supply Chains by the Japanese Government in September 2022, are also in progress s to require companies to demonstrate their appropriate correspondence more specifically.

Under these circumstances, the policy has been established as the specific policy based on the commitment to respecting human rights shown in “The JAPEX Group Code of Ethics and Conduct.” By establishing the policy for showing the JAPEX Group’s stance for respecting human rights once again and our current human rights issues in our businesses, we aim to promote understanding of our human rights efforts to stakeholders as well as our group’s executives and employees.

For the full text of our “Human Rights Policy,” please refer to the appendix or the page “Respect for Human Rights” on our website.

Appendix: the full text of “Human Rights Policy”

Reference: URL of “Respect for Human Rights” page on JAPEX Website

<https://www.japex.co.jp/en/sustainability/social/humanrights/>

Human Rights Policy

Japan Petroleum Exploration Co., Ltd. (JAPEX) is committed to its Corporate Vision: "Contribute to society through stable supply of energy and address social issues towards Sustainable Development Goals." In addition, to realize our Corporate Vision, we have established the JAPEX Group Code of Ethics and Conduct, which provides corporate ethics standards and principles of action to be adhered by all officers and employees of the JAPEX Group including subsidiaries and associates.

This policy, under the JAPEX Group Code of Ethics and Conduct, defines our basic stance of promoting respect for human rights of stakeholders involved in our business activities throughout our value chain. This policy applies to all officers and employees (including temporary/contract workers) of the JAPEX Group including subsidiaries and associates. We also expect our suppliers and other business partners to understand and comply with this policy.

JAPEX's Board of Directors oversees compliance with and implementation progress of this policy.

Approach to Respecting Human Rights

We respect human rights as set forth in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. In addition, we support the United Nations Guiding Principles on Business and Human Rights and conduct our business activities based on these principles. JAPEX is a signatory to the United Nations Global Compact and supports its ten principles.

We comply with laws and regulations in each country and region in our business activities. In the event the laws and regulations of the country or region differ from or conflict with international human right norms, we strive to respect internationally recognized human rights to the greatest extent possible.

Implementing Human Rights Due Diligence

Based on the United Nations Guiding Principles on Business and Human Rights, we work to identify, prevent, and mitigate adverse human rights impacts that are linked to our business activities by establishing a human rights due diligence process. We strive to avoid causing or contributing to adverse human rights impacts through our own value chain.

When we identify that our business activities have caused or contributed to adverse human rights impacts, we will cooperate and engage in their remediation to improve or resolve the issues while valuing continued dialogue and consultation with relevant stakeholders.

Human Rights Issues Associated with Business Activities

● Forced labor (human trafficking)

We do not tolerate forced labor, or any other form of modern slavery including human trafficking.

● Child labor

We neither tolerate child labor, nor allow the employment of children under the minimum working age as stipulated by law. Further, we do not allow anyone under the age of 18 to work overtime, conduct night work, or engage in hazardous work.

● Discrimination

We do not engage in discrimination based on gender, age, nationality, race, color, culture, customs, religion, sexual orientation, gender identity, disability, or any other factor; or any behavior that contributes to such discrimination.

● Inhuman treatment

We do not tolerate inhuman treatment degrading personal dignity, including any form of harassment.

● Freedom of association and right to collective bargaining

We respect the freedom of association and the right to collective bargaining of employees in labor-management relations.

● Working hours and wages

We comply with laws and regulations regarding working hours and wages applicable in each country or region where we conduct business activities. We also aim to pay wages that enable our employees and their families to maintain an adequate standard of living.

● Occupational health and safety

We comply with applicable laws and regulations and strive to take safety measures and prevent occupational accidents.

We create a working environment that is comfortable and pleasant to workers both physically and mentally, while always keeping in mind the importance of maintaining and promoting their good health and ensuring their occupational safety.

● Safety and quality of products

We strive to maintain proper quality control and safety, and ensure a stable supply of products so that our customers can use our products with confidence.

● Impact on local residents

To prevent any adverse environmental and social impacts of our business activities on local residents, we give due consideration to their rights to land and their rights to livelihood through resettlement. In the event that resettlement is required, we will make efforts not to cause any adverse impacts on local residents' standard of living. We also strive to prevent the pollution of air, soil, and water resources so as not to endanger their health.

● **Indigenous people's rights**

When conducting business activities in countries or regions where indigenous people reside, we recognize the unique culture and history of indigenous people and respect their rights as stipulated by the laws and regulations of such countries or regions and international norms. If there is a possibility that our business development will adversely impact indigenous people, we strive to avoid, mitigate, or minimize the adverse impact.

● **Human rights abuses by security or other personnel**

We are aware that the use of weapons in security involves potential risks of human rights abuses. We therefore endeavor to maintain security properly with due consideration to the Voluntary Principles on Security and Human Rights.

Grievance Mechanisms

We have established a consultation service to address employees' human rights concerns. We protect the consulters by ensuring confidentiality and prohibiting unfair treatment. To appropriately address stakeholders' human rights concerns, we work to establish effective reporting and grievance mechanisms.

Education and Training

We provide necessary education and training to ensure that all officers and employees understand this policy and take actions based on it in their respective duties.

Information Disclosure

We regularly disclose information about our efforts for respecting human rights on our website and other media.

This policy was approved by our Board of Directors in March 2023.

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