

Based on the “Furukawa Electric Group Philosophy”, Furukawa Electric Group (hereafter “the Group”) understands the need to respect human rights of those affected by the Group’s businesses as the Group expands globally. The Group respects human dignity and internationally recognized human rights.

## 1. Positioning of this Human Rights Policy

In accordance with the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Civil and Political Rights), International Labour Organization’s (ILO) Fundamental Rights at Work, and the United Nation’s Guiding Principles on Human and Business Rights, the Group has created the Furukawa Electric Group Human Rights Policy (hereafter “the Policy”) and is promoting initiatives to respect human rights. Furthermore, this Policy that promotes activities respecting human rights, is based on the “Furukawa Electric Group Philosophy” and the “Furukawa Electric Group CSR Code of Conduct.”

## 2. Scope

This policy applies to all members of the Group (all employees including officers, employees, and contract workers). Moreover, the Group requests that all our business partners related to its operations to support this policy and to adopt similar policies.

## 3. Responsibility to Respect Human Rights

Should any negative impacts on human rights be discovered or should the Group be made aware of such a matter during the course of its business activities, the Group will fulfill its responsibility to respect human rights by taking appropriate measures to prevent, mitigate, and remedy any negative impacts on human rights. The Group has assigned a person in charge of implementing this Policy, and this person will provide oversight to ensure that business activities are in compliance with the Policy. Furthermore, if the Group’s business partner causes a negative impact on human rights, the Group will urge the business partner to take appropriate measures to rectify the matter.

## 4. Human Rights Due Diligence

To fulfill its responsibility as a company that respects human rights, the Group will build a process for human rights due diligence and will regularly conduct due diligence. Human rights due diligence includes identification and assessment of potential and actual negative impacts on human rights and implementation of measures to prevent and mitigate the materialization of those risks.

## 5. Remedy

To respond to activities that might violate the “Furukawa Electric Group CSR Code of Conduct,” including issues related to human rights, and to address their potential impact in the Group’s business operations, the Group has built an internal reporting system for all of its employees and officers. The Group has also built a contact point that can be used by all other stakeholders to report compliance violations, such as those related to human rights, and other issues. Based on the received information, the Group will take appropriate measures to remedy any negative impact.

## 6. Training

The Group will implement suitable training for all officers and employees to ensure their sufficient understanding of this Policy and how to effectively integrate it into business activities.

## 7. Complying with Applicable Laws

The Group will observe the laws and regulations in each country and region where it conducts business activities. Furthermore, if internationally recognized human rights and the local country’s laws differ, the Group will pursue ways to respect internationally recognized human rights while considering local laws and regulations as much as possible.

## 8. Dialogue and Consultation

In accordance with this Policy, the Group will leverage independent external expertise on human rights, in addition to all members of the Group and business partners of the Group to proactively carry out dialogue and discussion with all stakeholders.

## 9. Information Disclosure

Based on this Policy, the Group will disclose information on its efforts to respect human rights through its website and reports.

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Furukawa Electric Co., Ltd.  
President Keiichi Kobayashi