



## Prima Meat Packers Group Human Rights Policy

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In accordance with our group vision to “contribute to food culture and society through great taste and excitement,” the Prima Meat Packers Group will contribute to realizing a sustainable society through the sustainable growth of our group.

In recognition of our responsibility to respect the human rights of all people who are affected by our business activities, we hereby establish this Prima Meat Packers Group Human Rights Policy (“this Policy”) as a guideline for fulfilling our responsibility in accordance with the Guiding Principles on Business and Human Rights adopted by the United Nations Human Rights Council, and we will promote initiatives for respecting human rights.

### 1. Basic Concept of Human Rights

In addition to the United Nations International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and International Covenant on Economic, Social and Cultural Rights), which sets out the fundamental human rights of all people, and the ILO Declaration on Fundamental Principles and Rights at Work (including upholding and respecting the core labor standards of “effective abolition of child labor,” “elimination of all forms of forced or compulsory labor,” “elimination of discrimination in respect of employment and occupation,” “freedom of association and the effective recognition of the right to collective bargaining,” and “a safe and healthy working environment”) of the International Labour Organization (ILO), which sets out people’s fundamental rights at work, we uphold and respect various conventions concerning the human rights of workers including wages and working hours, the OECD Guidelines for Multinational Enterprises, the United Nations Declaration on the Rights of Indigenous Peoples, and other international codes of conduct relating to human rights.

### 2. Scope of Application

This Policy applies to all officers and employees of the Prima Meat Packers Group. In addition, we also require all business partners and other parties involved in the business, products and services of the Prima Meat Packers Group to comply with this

Policy.

### **3. Responsibility to Respect Human Rights**

The Prima Meat Packers Group recognizes that our business activities may have a direct or indirect adverse impact on human rights. We fulfill our responsibility to respect human rights by not violating the human rights of people who are affected by our business activities and by taking appropriate corrective action if it becomes evident that our business activities have caused or contributed to any negative impact on human rights.

Although we cannot always determine how the products and services of the Prima Meat Packers Group are used by our business partners and other parties, we have no intention of having our products and services used in any way that violates human rights. Therefore, if a business partner or other party is suspected of having an adverse impact on human rights in relation to Prima Meat Packers Group business, products, or services, we will also require that business partner or party concerned to respect human rights and not to violate these.

### **4. Human Rights Due Diligence**

The Prima Meat Packers Group will establish a human rights due diligence mechanism in accordance with the United Nations Guiding Principles on Business and Human Rights to identify, prevent and mitigate any adverse impact the Prima Meat Packers Group has on the human rights of our stakeholders.

### **5. Dialogue and Consultation**

In the process of implementing this Policy, the Prima Meat Packers Group utilizes independent external expertise on human rights and engages in honest dialogue and consultation with stakeholders.

### **6. Education and Training**

The Prima Meat Packers Group provides appropriate education and training for officers and employees as well as our business partners as necessary to ensure that this Policy is incorporated into all business activities and implemented effectively.

### **7. Remediation**

If our business activities are found to have an adverse impact on human rights, or if our business activities are involved in causing an adverse impact on human rights

through our business partners and other parties, or there is a risk thereof, we will make efforts to remedy such impact through dialogue and appropriate measures in accordance with international codes of conduct.

#### **8. Officer in Charge**

The Prima Meat Packers Group will clearly indicate the officer or officers responsible for this Policy and promote the implementation of this Policy under the supervision of the Board of Directors.

#### **9. Disclosure of Information**

The Prima Meat Packers Group discloses on our website and through other means progress and results of our efforts to respect human rights.

#### **10. Applicable Laws and Regulations**

The Prima Meat Packers Group complies with laws and regulations in each country and region where we conduct business activities. If there is any inconsistency between internationally recognized human rights and the laws and regulations of any country, we will seek ways to respect internationally recognized human rights principles to the maximum extent possible.

This Policy was approved by the Board of Directors on September 4, 2023.

**Naoto Chiba**

President and CEO  
Prima Meat Packers, Ltd.