

NSG Group Human Rights Policy

NSG Group is an International Company operating in many countries around the World. NSG recognizes business cultures and practices around the world are diverse. The NSG Group's commitment to respecting human rights is reflected in the way we run and operate our business as well as in our policies and guidelines. We respect human rights in accordance with the United Nations (UN) Universal Declaration of Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights (UNGPs) and, the UN Global Compact including any related conventions.

NSG Group has further identified Human Rights areas which are most relevant for the Group.

- **Data protection:** NSG Group is committed to protecting the rights and privacy of past, present and prospective customers, suppliers and employees. Information about individuals must be collected and used fairly, stored safely and securely and only be disclosed in a way that is consistent with international best practices and applicable laws and will not be stored for longer than necessary.
- **Equal treatment:** As a diverse, multinational company, NSG Group aims to create equal opportunities for all employees regardless of any individual difference including, but not limited to, about personal background, race, color, creed, nationality, age, marital/partnership status, pregnancy and maternity, gender, gender reassignment, sexual orientation, religion or other beliefs, ethnic or national origins, disability, union membership, political affiliation, other status protected by law. NSG Group will treat all individuals equal considering the responsibilities of their position during recruitment and selection, compensation and benefits and training, promotion, transfer or termination of employment.
- **Fair Wage Practices:** NSG Group will pay workers a fair wage and benefits that meets their basic needs and enables them to have an adequate standard of living in the country of their employment, as defined by a credible authority such as the Global Living Wage Coalition.
- **Harassment:** NSG Group will not tolerate any form (physical or verbal) of sexual harassment, intimidation, and discrimination on the basis of any individual difference including, but not limited to, about personal background, race, color, creed, nationality, age, marital/partnership status, pregnancy and maternity, gender, gender reassignment, sexual orientation, religion or other beliefs, ethnic or national origins, disability, union membership, political affiliation, other status protected by law.
- **Abuse of Labor:** NSG Group will treat each employee with dignity and respect, and will not use corporal punishment, threats of violence or other forms of physical, sexual, psychological, or verbal harassment, abuse or intimidation.
- **Forced Labor:** NSG Group will not use forced, bonded, prison, military or compulsory labor.
- **Child Labor:** NSG Group will not use child labor. The term "child" refers to any person employed under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.
- **Freedom of Association:** NSG Group respects the rights of employees to associate, organize and bargain collectively in a lawful and peaceful manner, without penalty or interference.
- **Supplier Principles:** NSG Group expects all suppliers to adhere to local laws and regulations, to the articles of the United Nations Universal Declaration of Human Rights and the core standards of the International Labor Organization. Detailed expectations are outlined in the NSG Group Sustainable Supply Chain Charter and Supplier Code of Conduct. For details, click [here](#).

Speaking Up

If any employee (current or potential), third party, contractor, supplier or other external parties believe someone is violating the Human Rights Policy or the law, they are asked to report it immediately to the line or relevant manager, Human Resources, Group Internal Audit, Group Legal, Group Ethics and Compliance or the [NSG Group Ethics and Compliance Hotline](#) in accordance with the NSG Group Reporting of Concerns Policy. NSG Group takes concerns seriously and handles them promptly. NSG Group has zero tolerance for retaliation against anyone who speaks openly, in good faith, about conduct they believe is unethical, illegal, or not in line with our [Code of Ethics](#) and policies, even if the concern is not substantiated.

For details, click [here](#).

Other relevant links:

[NSG Group Health and Safety Policy](#)

[Promoting Diversity, Equity & Inclusion](#)

[Environmental protection](#)

[Modern Slavery Transparency Statement](#)

[Conflict Minerals - Statement](#)

[Policy statement on the Supply Chain Due Diligence Act](#)

[issued by German entities](#) (in German only)



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President & CEO
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