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Human Rights Policy

Tromso's relationships with customers, suppliers, employees, communities and other stakeholders are based on respect for the rights and freedoms of all people, human dignity and the environment. Our company is committed to carry out the internal management to ensure compliance with these principles in all our operations.

Tromso is committed to ensuring responsible practices in all regions where we operate, reflecting our dedication to human rights throughout our business operations. To achieve this, it is necessary for the Company and its partners to develop strategies and capabilities to ensure sound practices of Human Rights, both in its internal dynamics and in their sphere of external influence.

This commitment entails respecting and promoting the rights of all involved in Tromso's activity: a responsibility that transcends not only the workplace and operation, but also the company's relations in its wider sphere of influence.

On employees

1. Tromso aims to establish conditions that facilitate the personal and professional development of its employees, aligned with the organization's goals. Tromso treats all employees with equal respect and dignity to implement practices that ensure human development with equity, transparency and respect for rights. This policy seeks to promote the exercise of fundamental freedoms of all people in their work place and to promote respect for human dignity among Tromso's stakeholders.

2. Tromso respects employees' rights to freedom of association, including the right to belong to any religious, political, or professional organizations. We respect and recognize the rights of employees. Business is strengthened by a dialogue within a framework of respect and

tolerance. Workers have the right to express their opinions in an environment of mutual respect and seek constructive solutions to their differences.

3. In Tromso, any practice of employment, underemployment or subcontracting is free of any scheme of slavery, forced or compulsory labor, human trafficking, cruelty or degradation of the human condition.

4. The company strictly prohibits child labor and promotes the non-involvement of children in the workforce among its partners

5. All Tromso employees have the right to personal and professional development within the organization, free from discrimination based on race, color, gender, language, nationality, religion, political opinion, sexual orientation, marital status, or any other characteristic

6. The company promotes non-discrimination based on race, gender, age, ethnicity, nationality, religion or sexual orientation. Women have equal rights to men in contracting processes, labor participation, financial remuneration, social security, training, and advancement opportunities.

7. The company guarantees the right to safe working conditions and healthy workplace through sanitary and safe working conditions in accordance with the provisions of the law. It shall aspire to provide a workplace free of occupational accidents and diseases

On suppliers

We promote this policy among the providers and third parties with whom we maintain business and operational relationships. Tromso ensures that human rights are respected and promoted within its operations and throughout its value chain

Providers are expected to comply with the laws of the country where it operates in terms of occupational health, safety and environmental protection and in turn, Tromso requires that their employees know and practice the Code of Conduct of the company and this policy.

Our security guidelines are in accordance with the international standards for Human Rights and the laws and regulations of the country in which it operates. Specifically, for the hiring of private security services, Tromso should emphasize the approach that the company

takes with regards to the respect for Human Rights to ensure that stakeholders are not affected by any violation thereof.

On the environment

Tromso is committed to caring for the environment and the development of innovations in processes and products in order to operate as a responsible company.

Our management priorities are reducing consumption of natural resources, limiting the negative impacts of operations, preventing impairment of ecosystems, reducing waste generation and encouraging the maximum use of the waste throughout the value chain.

The purpose of this is that Tromso acts as a sustainable enterprise by evaluating and controlling risks associated with the life cycle of its products. We account for these risks transparently to all stakeholders, respecting the rights of neighboring communities by adhering to the principle of environmental harm prevention

On communities

Our relationships with the communities in which we operate are based on respect for and the promotion of the rights and freedoms of all people. Our relationships with community are based on and involve a duty to maintain a peaceful and harmonious coexistence in an atmosphere of mutual respect. We take the commitment as an opportunity to contribute to human development in the communities where the company operates.

Approved by: Masaaki Uesugi
Chief Executive Officer of Tromso Co., Ltd.
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