



Policy on the Respect for Human Rights

1. Basic policy

PeptiDream Group promotes business activities in respect to the human rights of all stakeholders, including all board members, employees, business partners, the entire supply chain, and local communities, at all facilities.

This policy on respecting human rights is based on the International Bill of Human Rights, and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights in Labor, and the Guiding Principles on Business and Human Rights, and other international norms.

We specifically adhere to the following:

- PeptiDream Group hires and assigns people based on their capabilities and responsibilities regardless of their gender, nationality, race, age, disabilities, religion or anything else.
- PeptiDream Group is against all forms of forced and compulsory labour. PeptiDream Group protects the welfare of children and does not accept the employment of children excluded if legally permitted.
- PeptiDream Group regards “freedom of association” and “right to collective bargaining” as human rights that should be respected as a company and respect these rights of employees in accordance with the provisions of the law.

2. Scope of application

This policy is applied to all board members and all employees of PeptiDream Group. PeptiDream Group asks all stakeholders throughout the entire

supply chain for their understanding of the policy and cooperation to respect human rights.

3. Education on respect for human rights

This policy is applied to all board members and all employees of PeptiDream Group. PeptiDream Group asks all stakeholders throughout the entire supply chain for their understanding of the policy and cooperation to respect human rights.

4. Dialogue with stakeholders

PeptiDream Group strives to educate all board members and employees on respecting human rights through providing training for preventing discrimination and harassment in the workplace.

(Reference)

1. THE INTERNATIONAL BILL OF HUMAN RIGHTS:

<https://www.ohchr.org/documents/publications/compilation1.1en.pdf>

2. ILO Declaration on Fundamental Principles and Rights at Work:

<http://www.ilo.org/declaration/lang--en/index.htm>

3. Guiding Principles on Business and Human Rights:

https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr_en.pdf

END

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