



NICHICON (MALAYSIA) SDN BHD

LABOR AND HUMAN RIGHTS POLICY

Nichicon (M) Sdn Bhd is committed to upholding the protection of the Labor and Human Rights Policy. We are also committed to treating our employees with respect and dignity. We will observe and abide by our Policies, Applicable Laws & Regulations, and Customer Requirements.

LABOR AND HUMAN RIGHTS OBJECTIVES:

1. Observe, Adhere, and Comply with all matters related to Labor and Human Rights such as Freely Chosen Employment, Young Workers, Minimum Wages, Working Hours, No Discrimination, No Harsh or Inhuman Treatment, and Freedom of Association.
2. Provide our employees with a Safe and Healthy workplace in Compliance with all Applicable Laws & Regulations and Customer Requirements.
3. Ensure that the Workforce is Free from all sorts of Harassment, Abuse, and Unlawful Discrimination.
4. Ensure that All Terms and Conditions inclusive of terms of Employment are in Compliance with All Applicable Laws & Regulations and Customer Requirements.
5. Continuously communicate and educate all employees regarding the Labor and Human Rights policy.



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AKIHIRO CHIBA
Managing Director

Acknowledge by:
KATSUHIKO MORI
COO & President
Nichicon Corporation

5th Revision:
30th. May 2025

