

Human Rights Policy of Japan Association for the 2025 World Exposition

1. Preamble

In the international community, the United Nations (UN) Guiding Principles on Business and Human Rights are gaining support. The 2030 Agenda for Sustainable Development, which centres around the Sustainable Development Goals (SDGs), was adopted at the UN General Assembly in 2015, and requires business activities to follow the above guiding principles, labour standards of the International Labour Organization (ILO), and other agreements, as well as comply with standards for workers' rights and environmental and public health.

Japan Association for the 2025 World Exposition (“Organiser of the World Expo 2025”) recognises that the human rights of each individual involved in Expo 2025 Osaka, Kansai, Japan (“Expo”) must be respected to materialise the Expo’s theme “Designing Future Society for Our Lives” and will respect the human rights of all people who engage in the Expo project to achieve the SDGs by 2030.

World Expositions are created by people convening and cooperating from countries worldwide. Given this characteristic, the Organiser of the World Expo 2025 will establish specific frameworks that aim to resolve human rights issues, including the prevention and reduction of adverse impacts on human rights and the remediation of any human rights abuses that occur. From the pre-Expo preparatory period up to the Expo period, the Organiser of the World Expo 2025 will domestically and internationally communicate diverse ideas based on the theme through various exhibitions and respective events on the respect of human rights. Even after the Expo, it will strive to communicate these ideas broadly to society.

This policy, positioned under the Sustainability Policy of Expo 2025 Osaka, Kansai, Japan, serves as the foundation for other policies and regulations. It will be applied to the Secretary General of the Organiser of the World Expo 2025, and subordinate executives and staff (including temporary and contract employees), as well as the Chairperson of the Organiser of the World Expo 2025 and subordinate officers. Additionally, the Organiser of the World Expo 2025 also expects the broader wide range of Official Participants, exhibitors, and suppliers who will cooperate in the Expo to support this policy.

2. Respect for Human Rights

The Organiser of the World Expo 2025 will comply with laws and regulations and engage in fair and sincere business activities based on social norms. It understands and respects internationally recognised human rights, including those in the International Bill of Human Rights (Universal Declaration of Human Rights, International Covenants on Human Rights) and the ILO Declaration on Fundamental Principles and Rights at Work. In addition, it respects international guidelines, including the UN’s Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises

on Responsible Business Conduct, and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. If laws and regulations conflict with internationally recognised human rights, the Organiser of the World Expo 2025 will, while complying with laws and regulations, respect internationally recognised human rights to the greatest extent possible.

3. Conduct of Human Rights Due Diligence

The Organiser of the World Expo 2025 will develop and continuously implement a human rights due diligence framework that is in line with the UN's Guiding Principles on Business and Human Rights. Human rights due diligence is a continued process that aims to prevent or mitigate the Expo project's adverse impacts on society, in terms of human rights, the environment, and business practices, by performing preventive investigations and identification, remediating the adverse impacts using appropriate means, and externally disclosing the progress and results.

4. Engagement with Stakeholders

The Organiser of the World Expo 2025 will engage in continued dialogue with many relevant stakeholders. It will appropriately address opinions and requests received and strive to build sound relationships.

5. Expectation and requirement for Participants and Suppliers

The Organiser of the World Expo 2025 also expects the wide range of the Official Participants, exhibitors, and suppliers who will cooperate in the Expo to support this policy. Additionally, it will require such parties to comply with the separately set forth Code of Sustainable Procurement in procuring goods and services.

6. Access to Remedy

The Organiser of the World Expo 2025 will establish a framework (grievance mechanism) to appropriately address inquiries and reports concerning this policy. In coordination with other consultation contact points, the grievance mechanism will take privacy into account to prevent any disadvantages to the consulting party.

If it is found that the officers or staff of the Organiser of the World Expo 2025 or the activities of the Expo project cause or contribute to adverse impacts on human rights, the Organiser of the World Expo 2025 will appropriately address such impacts and provide effective remedy.

7. Education and Training

The Organiser of the World Expo 2025 will provide the necessary education and engage in capacity building so that each employee, volunteer, and staff of the Organiser of the World Expo 2025 can act in line with this policy. Additionally, the Organiser of the World Expo 2025 will communicate its arrangements, including the Code of Sustainable Procurement to Official Participants, exhibitors, and suppliers, and provide education as needed.

8. Disclosure and Communication of Information

The Organiser of the World Expo 2025 will periodically report initiatives for the respect of human rights that are based on this policy and the progress of such initiatives in various reports and on its website to communicate them to visitors and the broader general public.

Secretary General (Senior Executive Board Member)

ISHIGE Hiroyuki

(Signature)

A handwritten signature in black ink, appearing to read 'Hiroyuki Ishige', written in a cursive style.