

Human Rights Basic Policy

The WNI group conducts business in the domain of weather and climate, with our original vision to "help people in times of need" and our dream of "protecting the lives of sailors and the future of the planet." We believe that realizing a sustainable society for human society, corporate activities, and the global environment is our mission.

Our group aims to respect human rights in our business activities based on this policy, with each and every officer and staff member (hereinafter referred to as "WNI staff") accepting all types of diversity including nationality and culture, and deepening their understanding of human rights. This policy applies to all WNI staff, and we seek understanding and support for this policy from all supporters (including our group's stakeholders such as shareholders, customers, staff, business partners, local communities, and other organizations), and wish to work together to respect human rights.

1. Basic Approach to Human Rights

Based on our corporate philosophy, code of conduct, and the principles of the United Nations Global Compact, we respect the human rights norms set forth in the "International Bill of Human Rights" and the International Labor Organization's "ILO Declaration on Fundamental Principles and Rights at Work" in addition to laws and regulations concerning human rights and labor for all people affected by our business activities. We support and practice the United Nations' "Guiding Principles on Business and Human Rights."

2. Respect for Human Rights through Business Activities

- We respect diverse values, individuality and privacy, and do not discriminate based on race, religion, ethnicity, national origin, age, gender, disability, or any other factors unrelated to our group's legitimate business interests. We always stand in the other party's position and respect them equally.
- We treat all supporters fairly and equitably in providing weather and climate services.
- Together with our business partners, we comply with laws, regulations, and international standards regarding corporate ethics and labor environment through fair transactions, and strive for continuous improvement.
- We provide fair and equal employment and growth opportunities for each and every WNI staff member who is passionate about weather and climate, aiming to create a comfortable workplace environment that respects human rights, is free from harassment and where each individual's abilities can be maximized.
- Our group actively engages in training and awareness-raising activities to deepen proper knowledge and understanding of human rights.

3. Implementation of Human Rights Due Diligence

- Through human rights due diligence, we will detect risks that may cause or contribute to adverse human rights impacts at an early stage, and work to prevent, correct, and remedy them through appropriate procedures.

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