



ICHINEN USA
www.ichinenusa.com

Anti-Human Trafficking and Modern Slavery Statement

Effective Date: July 20, 2026

Commitment

ICHINEN USA Corporation is committed to conducting business ethically, responsibly, and in compliance with all applicable laws and regulations. We maintain a zero-tolerance policy toward human trafficking, forced labor, involuntary labor, debt bondage, slavery, and child labor in any form within our operations or supply chain.

As a manufacturer and distributor of forklift truck fork arms, attachments, and material handling products, we recognize our responsibility to respect human rights and promote fair labor practices throughout our business relationships.

Our Business

ICHINEN USA Corporation manufactures and distributes fork arms, forklift attachments, and related material handling products serving customers throughout North America. We work with suppliers, contractors, logistics providers, and other business partners who are expected to share our commitment to ethical business conduct and lawful employment practices.

Human Rights and Labor Standards

ICHINEN USA Corporation:

- Prohibits all forms of human trafficking and modern slavery.
- Prohibits forced, bonded, involuntary, or prison labor.
- Prohibits child labor and supports compliance with all applicable child labor laws.
- Promotes fair treatment, dignity, and respect for all workers.
- Requires compliance with applicable wage, hour, safety, and employment laws.
- Supports safe and healthy working conditions for employees and contractors.

Supply Chain Expectations

ICHINEN USA Corporation expects suppliers and business partners to:

- Conduct business ethically and in compliance with applicable labor laws.
- Maintain workplaces free from human trafficking, forced labor, and exploitation.
- Ensure workers are employed voluntarily and are free to leave employment in accordance with applicable laws.
- Provide safe and healthy working conditions.

- Promptly address any identified labor or human-rights concerns.

We reserve the right to evaluate supplier compliance through questionnaires, certifications, audits, or other due diligence measures when appropriate and may discontinue business with suppliers that fail to meet our standards.

Reporting and Accountability

Employees, suppliers, customers, and other stakeholders are encouraged to report concerns regarding unethical conduct, labor violations, human trafficking, or modern slavery.

ICHINEN USA Corporation prohibits retaliation against any individual who raises a concern in good faith.

Training and Awareness

Where appropriate, employees involved in purchasing, supplier management, operations, and compliance activities receive guidance regarding ethical business conduct and responsible supply chain practices.

Continuous Improvement

ICHINEN USA Corporation is committed to continuously improving its processes and evaluating potential risks related to human trafficking and modern slavery within its operations and supply chain.

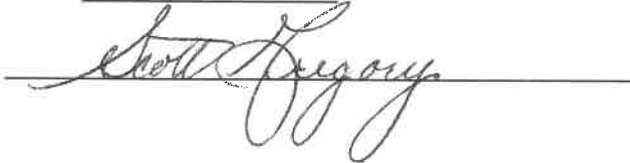
Approval

This statement has been approved by the management of ICHINEN USA Corporation and reflects our commitment to ethical business practices and the protection of human rights.

ICHINEN USA Corporation

Executive Officer – Secretary, Scott Gregory

Date: 7-21-2026

A handwritten signature in cursive script, appearing to read "Scott Gregory", is written over a horizontal line.