



Sustainable Supply Chain Policy

Formulated in December 2007

Revised in February 2022

We will strive to understand the issues associated with the supply chains of our group's business activities in countries and regions around the world, in accordance with our Sustainability Policy and this Policy, and work with suppliers and other business partners to achieve a sustainable supply chain.

Expectations for Business Partners

We will require our suppliers and other business partners to understand and implement the following principles, and will work collaboratively with them to promote the objectives of this Policy across the entire supply chain:

Respect for International Standards

To ensure compliance with applicable laws and regulations of relevant countries, fair transactions in accordance with international rules and practice, and corruption prevention.

Respect for Human Rights

To strive not to infringe on human rights in our business activities, nor to contribute to human rights infringements by others through our business relationships, including supply chains.

- **Forced Labor**

Not to tolerate forced labor or any forms of modern slavery, including bonded labor or human trafficking.

- **Child Labor**

Not to tolerate child labor and to comply with the minimum working age stipulated by the law. Not to hire individuals that are under the age of 18 for roles requiring hazardous work.

- **Discrimination**
To prohibit any form of discrimination in employment.
- **Harassment and Inhumane Treatment**
Not to tolerate any form of harassment, irrespective of whether it is physical or mental harassment.
- **Freedom of Association and Right to Collective Bargaining**
To respect the rights of employees to associate freely and bargain collectively in our labor-management relations.
- **Working Hours and Wages**
To properly manage employees' working hours, holidays, leaves of absence, and wages in accordance with applicable laws and regulations.
- **Occupational Health and Safety**
To secure the health and safety of employees in the work environment.
- **Community Impact**
To conduct human rights impact assessments, covering issues such as prevention of pollution and water stress, for prevention of adverse impacts on the safety and health of local communities. To implement necessary measures in line with international standards to avoid risks and mitigate negative impacts.

Initiatives to Address Environmental Issues

To work with our suppliers and other business partners with the aim of achieving harmony with the environment in our business activities.

- **Climate Change**
To act to reduce greenhouse gas emissions.
- **Water Resources**
To work to conserve water resources by reducing water consumption and improving the efficiency of water resource use.
- **Biodiversity**
To assess the environmental impact of our business activities and work to conserve biodiversity.
- **Pollution Prevention**
To act to reduce hazardous waste and pollutants and ensure the proper handling of any such materials, and strive to prevent air, water and soil pollution.
- **Sustainable Resource Use**
To improve efficiency in the use of resources and energy and reduce waste.

Safety and Security of Products and Services

To ensure safety and security of products and services.

Remediation Guidance

If a business partner acts in violation of this Policy and causes an adverse impact on the environment or on human rights, we will provide remediation guidance to the business partner. If it is determined that the situation has not improved despite ongoing guidance, we will take measures including a potential reconsideration of the business relationship.

Information Disclosure

We will properly disclose information related to the above principles in a timely manner.