

Toyo Kanetsu Group Human Rights Policy

Basic Approach

Since its establishment, the Toyo Kanetsu Group has conducted its business activities based on its founding philosophy of “Be Creative, be Good for Society.” The Group’s Corporate Code of Conduct states that the Group must value its people, and we have established the Toyo Kanetsu Group Human Rights Policy based on the belief that it is our social responsibility to respect the human rights of every person involved in our business.

1. International Human Rights Standards

We respect human rights as laid out in the International Bill of Human Rights as well as in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, support the United Nations Guiding Principles on Business and Human Rights, and promote our initiatives in line with these international standards. In the countries and regions in which we conduct our business activities, we comply with the local laws and regulations and strive to respect international standards.

2. Applicable Scope

All Group officers and employees are subject to this policy, and we expect all of our business partners to follow this policy as well.

3. Human Rights Due Diligence

We strive to identify, prevent, and mitigate any negative impacts on human rights that occur as a result of the Group’s business activities.

4. Educational and Awareness-Raising Activities

The President and Representative Director of Toyo Kanetsu K.K. is designated as responsible for the Group’s efforts to respect human rights, and will, in turn, designate the Sustainability Committee as the promotion and management department in charge of such efforts, provide appropriate education and awareness-raising activities to Group officers and employees, and strive to prevent negative impacts on human rights by sharing this policy. We will apply this policy to any related policies and necessary procedures to establish it throughout our corporate activities.

5. Monitoring

We will continuously monitor compliance with this policy and make improvements when necessary.

6. Correction and Relief

If it is determined that we have caused or contributed to negative impacts to human rights, we will take steps to correct and correct the situation through the appropriate procedures. We will establish a consultation service that is accessible by any party that may have been negatively affected by our actions.

7. Information Disclosure

We will promptly disclose information about human rights risks closely related to Group business activities and the status of its human rights initiatives through our website or other means.

8. Dialogue with Stakeholders

We will conduct dialogue and consultations with the relevant stakeholders where appropriate to properly determine and address human rights impacts.

Established July 2024

Toyo Kanetsu K.K.
President and Representative Director

