

Kagome Group Human Rights Policy

We believe that respect for the fundamental human rights of the people involved in our business activities and the people of the countries and regions in which we do business is the duty of the Kagome Group (hereinafter referring to Kagome Co., Ltd. and its consolidated subsidiaries) as the group goes about putting our Corporate Philosophy into practice.

As a guide for fulfilling our responsibility to respect human rights, we have created a policy called the Kagome Group Human Rights Policy (hereinafter, “this Policy”), and shall conduct our activities on the basis of this Policy.

We shall put in place an appropriate structure for the implementation of this Policy, having first clearly set out with whom the responsibility for its implementation lies.

Basic Approach

We view this Policy as a policy that complements the Kagome Code of Conduct, and shall uphold and respect the following international norms.

- International Bill of Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work, MNE Declaration
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- Children's Rights and Business Principles

We shall take the United Nations’ Guiding Principles on Business and Human Rights as a framework for the implementation of our human rights due diligence work, and shall obey all laws applicable in the countries and regions in which we undertake business activities. In the event of any contradiction between internationally recognized human rights and local laws, we shall seek a way to respect the international principles of human rights.

Scope of Application

This Policy is applicable to all executives and employees of the Kagome Group. Furthermore, as we go about fulfilling our responsibility to respect human rights in our business activities, we shall ask that all of our business partners involved in the products and services of the Kagome Group understand and uphold this Policy while encouraging them to respect human rights and working together with them to promote respect for human rights.

Respect for the Human Rights of Stakeholders

We recognize that all of our business activities have the potential to directly or indirectly impact human rights, and shall respect the human rights of all stakeholders in the business activities of the Kagome Group.

Improvement of Workplace Environment

- We shall ensure that our workplaces are safe, clean, and healthy in order to facilitate work over the long term.

Fair Wages and Working Time Management

- We shall pay fair wages and manage working time in accordance with the law.

Respect for Fundamental Labor Rights

- We shall respect the right to freedom of association, the right to collective bargaining, and other such fundamental labor rights.

No Forced Labor or Child Labor

- We shall not partake in forced labor, child labor, human trafficking, or any other form of modern slavery.

No Discrimination or Harassment

- We shall eliminate all forms of discrimination on the basis of things such as nationality, ethnicity, race, beliefs, ideals, religion, gender, gender identity, sexual orientation, disability, age, social standing, and shall never partake in any acts of harassment that violate the dignity of the individual.

Proper Handling of Personal Information and Respect for Privacy

- We shall comply with the Act on the Protection of Personal Information, and strive to handle personal information properly while respecting privacy.

Human Rights Due Diligence

By undertaking human rights due diligence, we shall identify any negative impacts on human rights that we have in society, and work to prevent or mitigate such impacts.

Redress

Through the provision of a point of contact for compliance issues and whistleblowing, we shall strive to swiftly identify and prevent negative impacts on human rights.

If it becomes evident that our business activities have had or contributed to a direct negative impact on human rights, we shall work to provide redress for this through the appropriate procedures.

Dialog and Discussion

In the process of implementing this Policy, we shall leverage specialist knowledge concerning human rights from independent external sources, and hold sincere dialog and discussions with stakeholders.

Education and Training

We shall undertake the appropriate education and training of executives and employees so that this Policy is incorporated in all of our business activities and implemented effectively.

Information Disclosure

We shall issue regular reports on our human rights initiatives and the status of our human rights due diligence work through means of communication such as our website and integrated reports.