

## **Kumiai Chemical Group Basic Policy on Human Rights**

### **1. Respect for human rights**

The Kumiai Chemical Group respects international norms on human rights, such as the United Nations International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work from the International Labour Organization (ILO). We promote initiatives for respecting human rights based on the objectives of the United Nations Guiding Principles on Business and Human Rights.

### **2. Prohibition of discrimination and harassment**

The Group prohibits discrimination based on gender, age, nationality, race, ethnicity, religion, beliefs, culture, custom, lifestyle, values, educational background, social status, disability, sexual orientation, or gender identity. We also prohibit harassment that undermines the dignity of the individual, including sexual harassment, power harassment, and maternity harassment, in all of our business activities. We also promote initiatives to avoid any indirect complicity in or encouragement of human rights violations in all of our business activities.

### **3. Prohibition of child labor and forced labor**

The Group strives to ensure no direct or indirect involvement in forced labor, child labor, slave labor, or human trafficking in our business activities in all countries and regions.

### **4. Protection of privacy and respect for freedom of expression**

The Group respects privacy and works to protect personal and other information while promoting freedom of expression and ensuring that we will not violate human rights.

### **5. Collaboration with stakeholders**

The Group practices initiatives to ensure respect for human rights by all officers and employees, calls for the understanding and support of all stakeholders, and collaborates on human rights initiatives with them.

### **6. Implementation of human rights due diligence**

The Group puts in place corrective processes to recognize and address potential negative human rights impacts by preventing or mitigating them.