

# Human Rights

## Policy

Respect for the human rights of all people is one of the most important aspects of the Asahi Kasei Group's business activities. The Asahi Kasei Group Human Rights Policy, which was established with the approval of the Board of Directors in March 2022, complies with the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The Asahi Kasei Group has also pledged its support for the Ten Principles of the United Nations (UN) Global Compact as well as the UN Guiding Principles on Business and Human Rights and the Children's Rights and Business Principles. Guided by these frameworks, we will strive to identify and appropriately address human rights issues in our business activities.

**Outline of the Asahi Kasei Group Human Rights Policy**

**Basic Approach**

- Respecting the human rights of all stakeholders
- Compliance with international human rights standards
- Endeavoring with business partners to remediate and eliminate human rights violations that occur

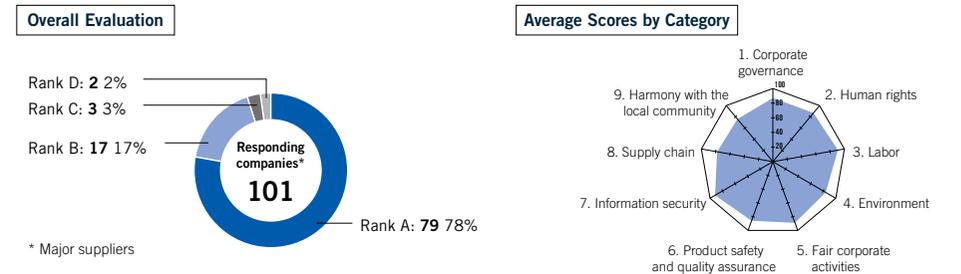
<p><b>Addressing Human Rights Issues (daily activities)</b></p> <ul style="list-style-type: none"> <li>Compliance with laws and regulations (including on working hours, wages, safety and hygiene, and protection of personal information)</li> <li>Prohibition of unacceptable conduct (including discrimination and harassment)</li> <li>Respect for the human rights of all people in society (including customers and communities)</li> </ul>	<p><b>Promoting Respect for Human Rights (corporate initiatives)</b></p> <ul style="list-style-type: none"> <li>Education</li> <li>Implementation of human rights due diligence</li> <li>Commitment to engage with affected stakeholders</li> <li>Grievances mechanisms</li> <li>Disclosure</li> </ul>
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Regarding the supply chain, the Asahi Kasei Group's [procurement policy](#) states that it is a policy to consider suppliers as important partners. In addition, we formulated [Supplier Guidelines](#) in 2021 to promote understanding and cooperation among suppliers.

## Due Consideration for Human Rights in Procurement

In order to address human rights and labor issues, the Asahi Kasei Group has established a management framework that coordinates among Corporate Procurement & Logistics, the Sustainability Strategy Planning Department, and Group companies. Under this framework, in addition to providing ongoing training for employees, we ascertain the status of corporate social responsibility (CSR) initiatives at suppliers with a CSR questionnaire, and work together with suppliers to foster an awareness of CSR, including human rights.

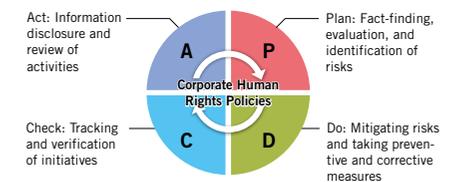
### FY2021 CSR Procurement Questionnaire Results (raw material suppliers)



## Human Rights Due Diligence

To fulfill our responsibility to respect human rights, we will establish a human rights due diligence system and create a mechanism to implement it on an ongoing basis. The system will proactively identify, avoid, and mitigate any negative impacts that the Asahi Kasei Group may have on society.

### Human Rights Due Diligence Process



## Human Rights Education and Training

The Respect for Human Rights and Diversity section of the Asahi Kasei Group Code of Conduct clearly expresses a firm policy against all forms of discrimination and harassment. This policy applies to all executives and employees. Specific examples of education and training include study sessions focusing on abuses of power in the workplace and promoting greater awareness of human rights and diversity issues through the in-house magazine and intranet. Going forward, we will continue to advance various initiatives based on the Asahi Kasei Group Human Rights Policy.