

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 fiscal 2021, 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.

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

Addressing Human Rights Issues (daily activities)

- Compliance with laws and regulations (including on working hours, wages, safety and hygiene, and protection of personal information)
- Prohibition of unacceptable conduct (including discrimination and harassment)
- Respect for the human rights of all people in society (including customers and communities)

Promoting Respect for Human Rights (corporate initiatives)

- Education
- Implementation of human rights due diligence
- Commitment to engage with affected stakeholders
- Grievance mechanisms
- Disclosure

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.

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. In fiscal 2022, we held human rights seminars by outside experts for training and raising awareness among senior executives. In addition, we promoted understanding of respect for human rights through e-learning on the topic of business

and human rights among all employees. We will continuously carry out activities to raise awareness of human rights and strengthen our initiatives going forward.

Management Framework

Establishment of Human Rights Committee

We established a Human Rights Committee as a platform to discuss and determine our approach to human rights, and to promote the Asahi Kasei Group Human Rights Policy. The first meeting of the committee was held in 2022. With public interest in human rights issues growing each year and various countries adopting related laws and regulations, the committee will continually share information pertaining to human rights initiatives.



Due Consideration for Human Rights in Procurement

At the Asahi Kasei Group, Corporate Procurement & Logistics, the Sustainability Strategy Planning Department, and Group companies work in collaboration to foster awareness of corporate social responsibility (CSR), including respect for human rights. Our Supplier Guidelines stipulate that all suppliers must respect human rights. In addition to thorough propagation of this knowledge, we conduct a CSR procurement questionnaire on an annual basis to ascertain the status of initiatives in relation to human rights and labor practices at suppliers.

In fiscal 2022, we also conducted a survey of suppliers regarding procured materials containing tantalum, tin, tungsten, gold, cobalt, and mica in response to the issue of conflict minerals, which have been identified as a possible source of funding for armed groups linked to inhumane acts. The results of the survey confirmed that none of the materials procured came under the category of conflict minerals.

FY2022 CSR Procurement Questionnaire Results (raw material suppliers)

