

Kusumoto Chemicals Group Human Rights Policy

The Kusumoto Chemicals Group, which is comprised of Kusumoto Chemicals, Ltd. and its subsidiaries (hereinafter referred to as “Kusumoto Chemicals”) sees respect for human rights as the foundation that supports business activities and will work on respect for human rights as a corporate social responsibility.

Scope of application of the human rights policy

Kusumoto Chemicals applies this policy to all officers and employees of Kusumoto Chemicals. In addition, we will also strive to ensure that Kusumoto Chemicals’ business partners, including suppliers and distributors, undertake initiatives for respect for human rights in line with this policy.

Support and respect for international norms

Kusumoto Chemicals supports and respects international norms concerning human rights, including the International Bill of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Initiatives for respect for human rights

Respect for human rights is an important issue for Kusumoto Chemicals. We understand the issues that we should focus on in our business activities as follows and will address their resolution.

< Prohibition of discrimination >

Kusumoto Chemicals prohibits acts that would constitute discrimination based on nationality, race, religion, ethnicity, social status, gender, sexual orientation, gender identity, age, illness, disability, etc.

< Prohibition of forced labor and child labor >

Kusumoto Chemicals prohibits all forced labor, including slavery and human trafficking, and child labor by children less than the minimum age for employment.

< Prohibition of harassment >

Kusumoto Chemicals does not allow any acts of harassment, including emotional or physical pain.

< Promotion of occupational health and safety >

Kusumoto Chemicals strives for the formation of a safe and healthy work environment so that employees can engage in their work proactively and with self-initiative, and demonstrate their maximum abilities.

< Securing of appropriate work hours and wages >

Kusumoto Chemicals manages employees' work hours appropriately, complies with laws and regulations concerning work hours, wages, etc., established in the areas where it does business, and strives to create a work environment that is easy to work in.

< Respect for freedom of association and the right to collective bargaining >

Kusumoto Chemicals respects the basic labor rights of its employees, including the freedom to form unions and the right to collective bargaining, to realize labor-management consultations on the work environment and wage levels. The company negotiates in good faith through constructive dialogue.

Remedies, revisions

If it becomes clear that Kusumoto Chemicals has caused or encouraged negative impacts such as human rights violations through its business activities, the company will correct and respond to such violations through appropriate procedures. Kusumoto Chemicals will review and revise the content of this policy as appropriate so that it can respond to human rights issue that change in accordance with social trends and the business environment.

January 1, 2025

Kusumoto Chemicals, Ltd.

Director : KUSMOTO Ryota