



Labor-Management Relations

Labor-Management Relations Based on Mutual Trust

In line with the Mitsubishi Chemical Holdings Group Charter of Corporate Behavior and Mitsubishi Chemical Group Human Rights Policy, Mitsubishi Chemical (MCC) respects employees' rights, including freedom of association and the right to collective bargaining, and strives to build sound relations with employees through close dialogue.

MCC is working to build labor-management relations based on mutual trust with its employees' labor union through such means as maintaining close ongoing dialogue and holding regular biannual joint management council meetings with the labor union in line with a labor agreement to exchange opinions.

Based on a suggestion from the labor union at the December 2020 joint management council, the President held dialogues with employees on the theme of safety from January to June 2021, providing an opportunity for direct communication. We plan to hold similar dialogues on other themes going forward.