# Mitsubishi Chemical Group's approach to respect human rights

## [Process to share the principle of respecting human rights]

- 1. Based on the concept of human rights due diligence, a process to identify, prevent, and mitigate adverse human rights impacts, we communicate with stakeholders using surveys to identify potential and actual adverse human rights impacts.
- 2. We assess the identified potential and actual adverse human rights impacts and our corporate activities.
- 3. We prevent and mitigate adverse human rights impacts and continuously track their effects through our corporate activities.
- 4. We report these activities to stakeholders using the proper channels.

#### [Identified issues regarding human rights]

To identify the potential impact against human rights regarding our operations, we participated Stakeholder Engagement Program promoted by <u>Caux Round Table Japan</u>. With reference to the results of the engagement, we have been identified potential human rights issues in the Group.

### The risk mapping of human rights issues identified

	Value Chain									
Key human rights issues	Research	Development	Procure	Produce	Transport	Sell	Use	Reuse & Recycling	Dispose	Subcontractor Onsite Subcontractor

Core operation / Supply chain										
Workplace	Working hours									
condition	Health and safety									
	Disciplinary measures									
	Wage									
Discrimination	During work									
	Redundancy and dismissal									
Child Labor	Dangerous work and employment									
	Minimum age									
	Working hours and conditions									
	Employment of young workers									
Forced Labor	Deposits and papers									
	Forced overtime									
	Human trafficking									
Freedom of	Freedom of association									
association	and collective bargaining									
	Conflict with local law									
Suppliers in countries with high human rights risks										
Community										
Resources	Use of natural resources									
Society and government										
Relations with	Bribery and corruption									
governments	Countries with high human rights risks									

Mindful of the potential human rights issues in the Group, we have covered the groups at risk of human rights issues indicated below in the questionnaire of our human rights assessment.

- Our employees
- Our customers
- Our business partners (including third-party contracted labor)
- Children
- Local communities
- Other stakeholders

### Corporate activities to respect human rights for;

## 1. Employees:

We provide to our employee with training program to aware the human rights issues

### 2. Business partners:

We provide to our business partners with Guidebook "Developing Cooperative Business Practices with Suppliers and Business Partners" and hold briefing sessions to aware the human rights issues.

### 3. Local communities:

We provide all stakeholders with sustainability by providing our products and services We also promote CSR activities, and the kinds of actives are selected based on local demands.