

# **Mitsubishi Shokuhin Group Human Rights Policy**

## **1. Our commitment to respect human rights**

Respect for human rights is a key element of the Mitsubishi Shokuhin Group's corporate philosophy, as stated in the "Three Corporate Principles" and our "Sustainability Policy".

We consider it an essential aspect of our business activities. We believe that respecting the human rights of all stakeholders leads to sustainable corporate value enhancement and is indispensable for realizing a sustainable society, forming the foundation of our sustainability management.

We aim for growth in harmony with society and the environment, sincerely placing respect for human rights at the core of our business operations. Under this policy, all directors, officers and employees will sincerely engage in respecting human rights and contribute to the realization of a sustainable society through our food business.

## **2. Scope of Application**

This policy applies to all officers and employees of our company. We are also required to expect our consolidated subsidiaries and overseas group companies, as well as suppliers and business partners with whom we have business relationships, to understand and respect the spirit of this policy.

## **3. Support for International Human Rights Standards and Respect for Local Laws**

We support and respect international norms on human rights, including the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights), the Declaration on the Fundamental Principles and Rights at Work of the International Labour Organization (ILO), and the United Nations Guiding Principles on Business and Human Rights.

We comply with the local laws and regulations of the countries and regions in which we operate. In cases where there is a conflict between internationally recognized human rights standards and the laws and regulations of the country or region in which we operate, we will seek ways to respect the international principles.

## **4. Stakeholders to Be Considered**

We recognize all directors, officers and employees, suppliers, local communities, consumers, and all individuals potentially affected by our business as important stakeholders, and we respect their human rights.

## **5. Human Rights Issues Related to Our Business Activities**

We recognize the following as major human rights issues for stakeholders involved in our business activities and value chain, and we are committed to addressing these issues:

(1) Prohibition of all forms of forced labor

All employees are employed of their own free will, and no employee is subjected to forced labor.

(2) Prohibition of all forms of child labor

We do not employ children under the minimum working age and prohibit any forms of work that impairs their physical and mental development.

(3) Providing a safe and healthy working environment

We provide employees with a safe and healthy working environment.

(4) Respect for freedom of association and right to collective bargaining

We respect the right of employees to organize and to bargain collectively as a means to facilitate dialogue among employees and management regarding, but not limited to, working conditions and wage levels.

(5) Prohibition of discrimination

We prohibit any discrimination based on race, ethnicity, belief religion, gender, sexual orientation, nationality, age, origin, mental or physical disability, illness, or any other grounds.

(6) Prohibition of inhumane treatment

We do not tolerate any forms of inhumane treatment including mental or physical abuse and harassment.

(7) Securing appropriate working hours

We appropriately manage employees' working hours, holidays, and leave, prohibit excessive overtime, and strive to reduce overwork.

(8) Ensuring Appropriate Wages

We comply with at least the statutory minimum wage and strive to pay a living wage or higher. Unjust wage reductions are prohibited.

(9) Diversity, Equity & Inclusion

We aim to foster an inclusive society where individuals with diverse values and individuality are respected and have equal opportunities to participate and contribute.

#### (10) Protection of Personal Information

We respect the privacy of all individuals, thoroughly prevent the breaches of personal information, and prohibit inappropriate use of personal information obtained in the course of business.

#### (11) Consideration for Local Communities

We respect the rights and cultures of indigenous and local residents as stipulated by the laws and international agreements of the countries and regions where we operate, and we consider climate change measures and the conservation and restoration of natural capital, including biodiversity.

### **6. Promotion System and Governance for Human Rights**

To promote respect for human rights throughout the company, our Board of Directors holds ultimate supervisory responsibility, and a system involving management is established. The Sustainability Committee is responsible for formulating and reviewing basic human rights policies and implementing human rights due diligence, overseen by the corporate officer in charge (General Affairs, Human Resources, Compliance). Progress and important matters are regularly reported to the Board of Directors to ensure appropriate governance.

### **7. Implementation of Human Rights Due Diligence**

To respect the human rights of all stakeholders, we continuously implement human rights due diligence based on the “UN Guiding Principles on Business and Human Rights.” We identify and assess potential negative human rights impacts in our business activities and supply chain, take necessary preventive and mitigation measures, monitor their effectiveness, and appropriately disclose information about these efforts and progress. Through these processes, we steadily promote respect for human rights. Important human rights risks identified through this process are listed in the attached table.

### **8. Remedial and Relief Measures, and Whistleblower Protection**

If negative impacts on human rights occur or our involvement becomes clear in connection with our business activities, we promptly investigate the facts, take necessary corrective actions (elimination of causes and prevention of recurrence), and provide appropriate remedies to affected individuals. We have established a reporting channel for concerns and reports related to human rights from internal and external parties, respond fairly and appropriately to reports received, and provide feedback on investigation results and response measures as necessary. The privacy of whistleblowers is strictly protected, and no disadvantageous treatment will occur due to reporting.

## **9. Education and Training**

To ensure the effectiveness of this policy, we regularly provide education and training to all officers and employees. This aims to promote understanding and awareness of human rights and to encourage practical action.

## **10. Information Disclosure**

We ensure transparency by regularly and appropriately disclosing information on our human rights efforts and their progress.

## **11. Stakeholder Engagement**

To fulfill our responsibility to respect human rights, we value dialogue (engagement) with relevant stakeholders, including suppliers. We aim to deepen mutual understanding through sincere and constructive dialogue regarding concerns and potential impacts related to human rights, and to take appropriate actions to identify and address issues.

## **Appendix: Major Human Rights Risks**

This appendix lists the major human rights risks identified through our human rights due diligence in our business activities and supply chain. These risks are reviewed and updated as social environments and business activities change.

- Forced labor and child labor in raw material production and related processes
- Inadequate improvement of working environments
- Insufficient labor safety and health education and measures
- Discrimination in recruitment and employment
- Various forms of harassment
- Customer harassment
- Excessive working hours / overwork / insufficient breaks or days off / inadequate labor time management
- Breaches of personal information