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 association	Freedom of association and collective bargaining					
	Conflict with local law					
Suppliers in countries with high human rights risks						
Community						
Resources	Use of natural resources					
Society and gove	ernment	 	 	 	 	
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
- \cdot 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.