

JSR Group CSR / Sustainable Procurement Policy

JSR Group's Corporate Mission is "Materials Innovation - We create value through materials to enrich society, people and the environment."

Based on this, we make CSR activities a core part of our everyday operations. Our commitment to CSR includes establishing "The JSR Group Principles of Corporate Ethics" and consolidating our responsibilities to our customers/business partners, to our employees, to society, and to shareholders under management policies we call "Responsibility to Our Stakeholders."

At JSR Group, we believe that developing CSR supply chain management will lead to mutual prosperity for both the Group and our business partners. It was with this in mind that we established this JSR Group CSR/Sustainable Procurement Policy.

Below are listed 36 items in six areas that we ask our business partners to strictly observe. We call on our partners to accept them and put them into practice, keeping in mind the intent described above and fully understanding their content.

It should be understood that this policy may undergo review and revision as required in response to changes in society's demands on us.

I . Establishing and Maintaining a CSR Advancement Structure

Companies must of course comply with the laws and regulations of each country in which they do business. But they also have a responsibility to abide by social norms and meet society's expectations.

For the following Areas II to VI (fair corporate activity, human rights and labor, environmental conservation, health and safety, and information security), companies that do business with JSR Group must establish CSR mechanisms to ensure that their business activities do not negatively affect society and the environment and, if negative effects do occur, to deal with them immediately.

The following actions are required:

- 1 . Incorporate CSR mechanisms into the company's policies and code of conduct, make them known among employees, and establish a department with the responsibility of executing them.

2. Have raw material suppliers and other business partners also understand and execute the CSR mechanisms.
3. Voluntarily announce the status of their initiatives through environmental reports, CSR reports, websites, and other media to the public.

II. Fair Corporate Activity

In the processes of producing products and services, companies must engage in business activities that are based on fair, transparent, and free competition.

The following actions are required:

1. Prohibition of corruption and bribery
2. Prohibition of giving or receiving inappropriate favors or payoffs
3. Prohibition of abuse of superior position
4. Prohibition of anti-competitive conduct
5. Provision of accurate product and service information
6. Respect for others' intellectual property rights
7. Proper import/export management
8. Proper tax payment according to the laws and regulations of each country
9. Prevention and early detection of improper behavior by maintaining an internal reporting system

III. Human Rights and Labor

Companies must act in accordance with the laws of each country and international standards, respect basic human rights, and give attention to the following items to ensure that their business activities do not violate human rights, either directly or indirectly.

The following actions are required:

1. Prohibition of forced labor
2. Prohibition of child labor and protection of young workers
3. Prohibition of inhumane treatment
4. Prohibition of discrimination in terms of employment, promotion opportunities, treatment, etc.
5. Payment of fair wages exceeding the minimum wage amount
6. Reduction of excessive working hours by proper management of working hours and non-work days
7. Respect for employees' freedom of association and right to collective bargaining

IV. Environmental Conservation

Companies have a responsibility to comply with the laws and standards of each country concerning environmental conservation, to specify and manage factors that impact on the environment by building a management system, and to work toward preserving the environment in their processes of producing products and services.

The following actions are required:

1. Establishment and operation of an environmental management system
2. Management of chemical substances and prevention of pollution
3. Reduction of environmental burden
4. Reduction of energy consumption and greenhouse gas (GHG) emissions
5. Resource conservation, resource recycling, and proper waste disposal
6. Conservation of water resources and reduction of water consumption
7. Preservation of biodiversity and reduction of negative impact
8. Disclosure of the status of environmental conservation initiatives

V. Health and Safety

Companies must comply with the laws and standards of each country concerning occupational health and safety and establish management systems and mechanisms to prevent workplace accidents, promote the health and safety of employees, and create comfortable workplace environments.

The following actions are required:

1. Safety measures for machinery and equipment
2. Maintenance of workplace safety
3. Maintenance of workplace health
4. Employee health management
5. Pre-emergency preparedness measures

VI. Information Security

Companies must properly manage and protect the information they obtain through business activities, take protective measures against threats to their computer networks, and manage the confidential information of customers and third parties in a manner that prevents leaks.

The following actions are required:

- 1 . Compliance with the laws and regulations of each country concerning information security
- 2 . Protection against threats to computer networks
- 3 . Prevention of personal information leaks
- 4 . Prevention of leaks of confidential information pertaining to customers and third parties

Enacted on December 10, 2018

JSR Corporation