


Respect for Human Rights

 Please refer to the JSR Sustainability Site for more details.
https://www.jsr.co.jp/jsr_e/sustainability/society/human_rights.shtml

Philosophy

JSR Group recognizes the importance of such international norms as the Universal Declaration of Human Rights, the UN Global Compact, and the UN Guiding Principles on Business and Human Rights. We agree with the thinking they represent and will respect human rights accordingly. We also understand that we must fulfill our responsibility to respect human rights in all of our business activities.

Advancement Structure and Establishment of JSR Group's Human Rights Policy

We promote respect for human rights as an activity guideline of the Corporate Ethics Committee. The Corporate Ethics Committee is charged with formulating and executing plans to promote human rights and verifying their progress.

As the provisions of the UN Guiding Principles on Business and Human Rights clearly state, companies have a social responsibility to take the lead in respecting human rights. Fulfilling this responsibility requires establishing guidelines that can provide the foundation for promoting respect for human rights and making sure they are shared and understood throughout the entire Group. JSR is a participant in Global Compact Network Japan's Human Rights Due Diligence Subcommittee. Applying the knowledge gained from this activity, in September 2021, we established the "JSR Group's Human Rights Policy" following a review by concerned divisions and Group companies in Japan and overseas. The review

took into account the aims of the Government of Japan's "National Action Plan on Business and Human Rights," established in October 2020. We have been sharing this new policy with the outside world, while ensuring that the policy becomes embedded into the consciousness of each Group employee by publicizing it on the company intranet and running a special article in the company newsletter. Going forward, JSR Group will also study the introduction of a framework for human rights due diligence and effective initiatives in covering the supply chain.

Respect for Human Rights in the Supply Chain

JSR Group believes it is important to promote initiatives for respect for human rights not just within the Group but throughout the supply chain. To put this into practice in 2017, we revised the questions on our supplier questionnaire and incorporated items relating to respect for human rights in the JSR Group CSR/Sustainable Procurement Policy established in 2018. Additionally, the JSR Group's Human Rights Policy clearly states that we will continue to encourage our business partners in the supply chain to support this policy and adopt a similar policy.

JSR Group believes that our stance, as laid out in the two policies above, represents what the international community expects of enterprises. To ensure that our business partners share our thinking, in FY2021 we began distributing copies of the policies to the Group's major suppliers and asking them to return their written endorsement of the policies' aims. (Please refer also to "Supply Chain Management" on page 40.)

We will continue taking the steps necessary to

strengthen collaboration with partners in the supply chain and enhance our respect for human rights.

Participation in Global Initiatives

JSR Group is a signatory and supporter of the United Nations Global Compact. We also actively participate in subcommittee activities led by Global Compact Network Japan. Knowledge we have gained by participating in GCNJ's Human Rights Due Diligence Subcommittee, taking workshops, and doing group work activities has borne fruit in, JSR Group's Human Rights Policy. As we believe it necessary to promote understanding of this policy and its diffusion throughout the Group, in FY2021 we decided to join GCNJ's Human Rights Education Subcommittee. We will utilize the knowledge we gain from the subcommittee's activities to consider the forms of education and training that are most appropriate.

Participation in Global Initiatives

JSR Group became a participant in the United Nations Global Compact in April 2009. As such, we will more proactively fulfill our corporate social responsibilities with recognition that businesses operating on a global level must make a greater commitment to human rights, labor, the environment and anti-corruption, as expressed in The Ten Principles of the United Nations Global Compact.

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