

## Respect for Human Rights

### Philosophy

JSR Group positions respect for human rights as one form of materiality (important issue).

It is critical for the entire Group to enhance its understanding of human rights and take appropriate actions. We have established JSR Group's Human Rights Policy in accordance with the UN Guiding Principles on Business and Human Rights, the UN Universal Declaration of Human Rights, and the UN Global Compact, as we strive to fulfill our responsibility to respect human rights in all of our business activities.

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

At JSR Group, the Corporate Ethics Committee, which is chaired by the officer in charge of general affairs and whose office is the General Affairs Department, is responsible for promoting initiatives related to respect for and safeguarding of human rights.

The Corporate Ethics Committee is charged with formulating and executing plans to advance initiatives and verifying their progress. Progress is reported to the Board of Directors via the Sustainability Promotion Committee.

Goal: Participation rate in e-learning on respect for human rights

**82% (FY2022)**

### Raising Awareness of Human Rights

Further educating Group employees of human rights is essential to fulfilling JSR Group's responsibilities in terms of respect for human rights. To this end, we are providing ongoing e-learning on human rights, aiming to systematically educate our employees on human rights.

In FY2022, we conducted the first installment of e-learning on the basic knowledge of human rights and overview of JSR Group's Human Rights Policy utilizing e-learning curriculum provided by Caux Round Table Japan (CRT Japan).

Going forward, the same course will continue to be implemented with the KPI of over 80% participation rate globally. In FY2022, overall participation exceeded the target at 82%, but participation varied among each implementation site. For places with lower attendance, we will look into factors among those who did not attend to identify whether there is any bias due to department or position and take measures to improve attendance.



Please refer to the JSR Sustainability Site for more details.  
[https://www.jsr.co.jp/jsr\\_e/sustainability/society/human\\_rights.shtml](https://www.jsr.co.jp/jsr_e/sustainability/society/human_rights.shtml)

### Respect for Human Rights in the Supply Chain

JSR Group also understands the necessity of promoting initiatives oriented toward respect for human rights not only within the Group, but across the entire supply chain as well. To put this into practice, we revised our questionnaire for suppliers in 2017 and incorporated relevant items on 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's philosophy outlined in the above policies speaks for the requirements placed in companies by international society. JSR Group believes that it must share this philosophy with its business partners, and toward this end, we have conveyed both policies to the Group's main suppliers and collected consent forms stating their endorsement of the policies in FY2022. The entire Group is working to implement this effort with a target collection rate set at 100%. In FY2022, the collection rate was 90%.

We will continue taking the steps necessary to strengthen collaboration with partners in the supply chain and enhance our respect for human rights.