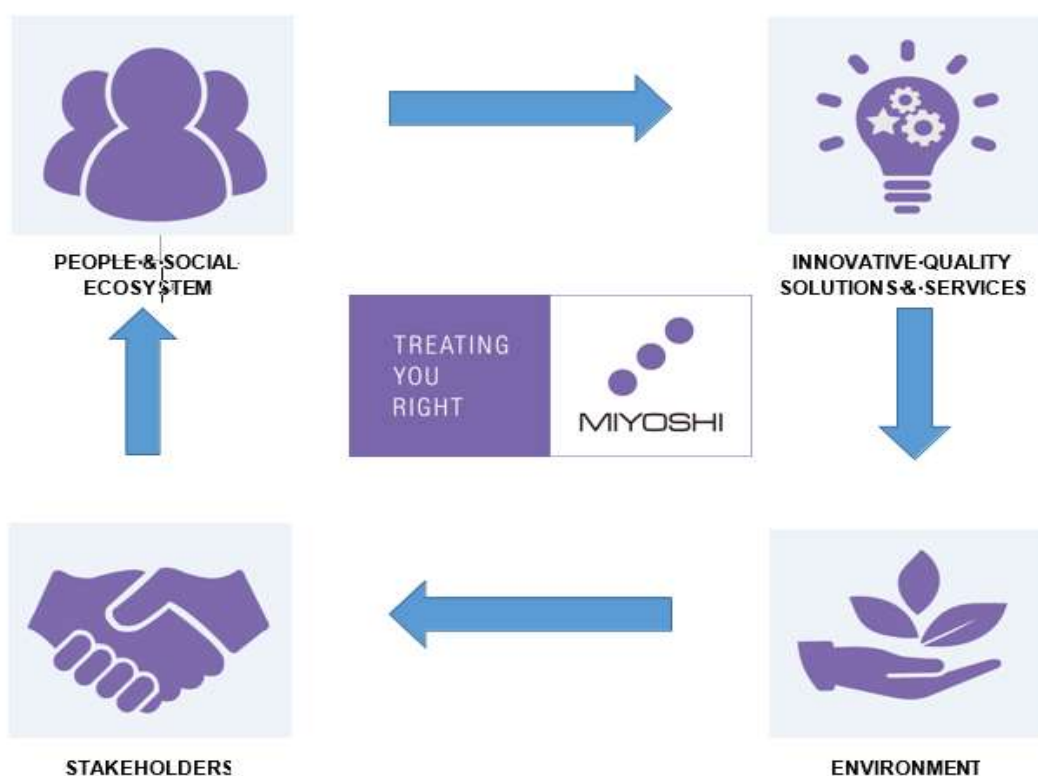


## CORPORATE SOCIAL RESPONSIBILITY CHARTER

The Miyoshi Kasei Group's goal is to provide products and services that offer peace of mind and safety to consumers and that are friendly to both society and the environment.

We behave as socially aware and responsible people, following our company's values, commitments, ethics and rules, centered around the Miyoshi Kasei Group slogan:



Corporate Social Responsibility (CSR) is treated as a corporate initiative by the Miyoshi Kasei Group. It is implemented and followed up in close cooperation between the head of the company and the key departments concerned (Health and Safety, Environment, Human Resources, Supply Chain...).

The Miyoshi Kasei Group is committed to make all reasonable efforts to communicate the present charter to workers in the group, as well as external partners. As an important stakeholder in the cosmetic ingredients field, the Miyoshi Kasei Group has to present a straight, clear and trustworthy CSR involvement and strategy, addressed to workers, partners and consumers.

## 1 Treating you right with safety and reliable quality solutions

Quality is a key cornerstone in driving all our business initiatives. We are committed to deliver products of high quality, which are safe and reliable for users.

The Miyoshi Kasei Group has embarked on a major quality management initiative involving the constant upgrading of our operations and systems in line with Good Manufacturing Practices to sustain high quality and reliability standards.

We constantly survey market needs in order to develop and provide adapted product and service solutions that will fulfill the needs of our customers and the community as a whole.

We continuously invest in our facilities to ensure a safe, ergonomic and quality driven working environment. We do comply with required quality standards in line with product and service concerns.

In the event a problem may occur, we diligently take all necessary steps to investigate all causes, implement corrective actions to prevent reoccurrence and provide detailed information to limit negative consequences.

## 2 Treating people right

### 2.1 Social policy

We truly believe the success and future development of our company relies on the involvement, commitment and enthusiasm of our talented people.

We do value and promote team work, self-initiative, individual respect, sharing of knowledge and value creation, in an amicable working environment.

The Miyoshi Kasei Group respects the basic rights of its employees regarding freedom of association and collective bargaining. The company complies with all local laws governing the right of employees to select or not select workplace representatives.

#### 2.1.1 Formation

The Miyoshi Kasei Group commits to respect the values and skills of each employee and treats all of them with fairness regarding their abilities, responsibilities and performance.



We recognize the growth potential of our employees and enable them to develop and practice their talents and skills. We implement employee training programs to pro-actively address any concern and ameliorate the work practices.

### 2.1.2 Wages

The Miyoshi Kasei Group is committed to comply with all applicable wage and hour regulations, including those relating to minimum wages, overtime hours and other elements of compensation. Employees are paid regularly, on time and with fairness in respect of work performance.

### 2.1.3 Human rights, equality and diversity

The Miyoshi Kasei Group does not discriminate against its employees in hiring, remuneration, promotion or termination practices. *The Miyoshi Kasei Group prohibits discrimination based on*, but not limited to: race, religion, color, national origin, gender, sexual orientation, disability, age, ethnic origin, social status, or political opinion.

The Miyoshi Kasei Group workers must not engage in any kind of physical, verbal, psychological or sexual abuse or misconduct.

### 2.1.4 Labor practices

Labor practices are looked upon very seriously, and the Miyoshi Kasei Group *does not* engage in employing children under the legal working age of the country or region concerned, or forced labor of any kind. Furthermore, workers must be allowed to leave their employment after giving reasonable notice.

## 2.2 Health and safety

### 2.2.1 Workers

The Miyoshi Kasei Group core values involve providing a safe and healthy working environment for every employee. It includes assessing and managing risks, minimizing unsafe conditions and encouraging a safety culture and conscious behavior:

- We are committed to implement all possible solutions that will ensure the safety of each employee.
- We do comply with all relevant laws and regulations related to health and safety conditions in the workplace.
- We do maintain and enhance the work environment to favor safe and healthy conditions for everyone.

- We do our best to prevent incidents and accidents and implement internal systems including employee training programs to address any concern and optimize the work environment.

### 2.2.2 Consumers

The Miyoshi Kasei Group is committed to provide products and services that offer peace of mind and safety to consumers. It involves providing ample disclosure of information and building healthy and trustworthy communication. Legal texts or consumers related concerns are duly monitored and actions are organized when needed, to ensure compliance and full information for consumers.

## 2.3 Social network

The Miyoshi Kasei Group considers its social environment, in addition to economic and environmental factors, while conducting business. The interactions with partners, governments, professional associations, territorial agencies and other stakeholders are cultivated to facilitate long-term and beneficial relationships, as it strives to realize a sustainable society.

# 3 Treating stakeholders right

## 3.1 Business ethic

We view all our suppliers and customers as partners working together with us toward sustained growth and who have values that are directed to conducting business in full compliance with the law and with the highest ethical standards. The Miyoshi Kasei Group workers must act honestly, fairly and with the highest standards of integrity and ethical business.

### 3.1.1 Fair trade practices

The Miyoshi Kasei Group must be in compliance with all applicable fair trade laws of the countries and regions in which it operates, and conduct business with partners that are in compliance with such laws.

The Miyoshi Kasei Group will neither provide nor accept gifts or entertainment that may cause suspicion regarding fairness or are in violation of the law.

### 3.1.2 Company reliability

The Miyoshi Kasei Group is committed to grow company's business and increase corporate value based on wise management practices, in order to provide long term vision to shareholders and other stakeholders.

We implement rules and practices to evaluate and guarantee the credibility and reliability of our financial reports.

### 3.1.3 Personal privacy

The Miyoshi Kasei Group must handle its workers' personal information in the performance of their duties, in order to protect the privacy of those concerned.

*We are committed to complying with all applicable local laws and regulations and must exercise the proper management control over this sensitive information.*

### 3.1.4 Intellectual property

The Miyoshi Kasei Group must manage and safeguard confidential and personal information and make best efforts not to infringe its suppliers' and customers' intellectual property

We take necessary measures to avoid conflict of interest of any kind and require that each employee behaves responsibly according to our corporate rules.

The Miyoshi Kasei Group undertake efforts to acquire intellectual property rights and to maintain policies, procedures, and to conduct employee instruction and training concerning sensitive business information. It includes, but is not limited to: the prevention of infringement of intellectual property rights, identification and management of confidential business information, trade secrets, financial data, strategic plans... We do not use internal information regardless of its confidentiality status for any non-business related matter.

## 3.2 Sustainable purchasing

### 3.2.1 Supplier Code of conduct

In conducting transactions with others, the Miyoshi Kasei Group requires that they strictly fulfill the same commitment and engagement as we do.

We must collaborate with our suppliers in an effort to ensure that our raw materials meet our Quality standards, General terms and conditions, as well as CSR strategy. To reach this goal, we are going to implement a Supplier Code of Conduct, that we shall use as a basis for selecting suppliers. In addition to requiring suppliers to fully comply with the Code, we also expect suppliers to ensure compliance among their own subcontractors involved in business related to us.

### 3.2.2 Suppliers assessment

The Miyoshi Kasei Group requires suppliers to answer to questionnaires, to accept on-site verification, and to submit materials and records, bearing the signature of an authorized representative of the company for the purpose of verifying that they are in compliance with the Supplier Code of Conduct. If not fully aligned with the Code already, suppliers should be working towards compliance.

The Miyoshi Kasei Group shall obtain suppliers' agreement with the Supplier Code of Conduct prior to doing business, and shall request compliance with the Code's content and the submission of documentation that demonstrates suppliers' intention to comply with the Code.

## 4 Treating the environment right

### 4.1 Environmental compliance

The Miyoshi Kasei Group conducts business in full compliance with the environmental laws of the countries and regions of interest.

We operate our activities in accordance with local, national and international agencies requirements regarding air, water, soil or wastes.

### 4.2 Environmental ethic

The Miyoshi Kasei Group is committed to implement initiatives that will protect the environment in harmony with local communities.

We constantly upgrade our operations to minimize our impact on the environment and prevent accidental pollution.

We seek all opportunities to save energy and reduce water usage and our carbon footprint.



We take actions to raise environmental awareness within our company and beyond in all our business activities and relationships, from the sourcing of our raw materials to the supply of our products and services.

Established April 2017