

Labor practices and Human rights policy

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Version 2.0

Policy written by Miyoshi SDPI*

The Miyoshi Kasei Group complies with all the human rights legislations, regulations or standards of the countries in which we conduct business.

This policy aims at guarantying the rights of our employees to work in a respectful and ethical environment. It applies to all Miyoshi Kasei Group workers.

I. Diversity and Inclusion

Miyoshi Kasei's aim is to promote equal opportunities, a diverse workforce and a welcoming workplace for all.

We commit:

- To ensure that all employees and job-applicants are treated fairly, and not discriminated based on, but not limited to : religion, color, national origin, gender, sexual orientation, disability, age, ethnic origin, social status, or political opinion. We aim at promoting gender equity and empowering women at all levels of our organizations.

- To train 100% of our managers in diversity and inclusive leadership by 2024.
- To prohibit any kind of physical, verbal, psychological or sexual abuse, harassment or misconduct, including threats or intimidation.

We aim at training 100% of employees in 2023 on harassment and discrimination awareness, and 100% of employees trained on associated procedures by 2024.

- To have effective whistleblowing procedure for possible harassment and discrimination acts in workplace by 2023. It includes a system to protect whistleblowers from disadvantages, in consultation with an external lawyer to promptly and fairly cope with the whistleblowing.

We aim to investigate 100% of reported cases, with remedial actions if confirmed.

* SDPI : Sustainable Development Performance Initiative : Miyoshi Kasei executive body for CSR questions, including assessment, action planning, reporting, strategy building...

II. Child and Forced labor

Human rights are of utmost importance for Miyoshi Kasei. Our goal is to ensure that they are respected within our global operation and supply chain. More specifically, we will develop our due diligence program on this topic, to identify, prevent and mitigate potential risks. Our aim is to implement our due diligence process on 100% of our operations and key ingredients (at risk) supply chains for 2024.

III. Working conditions

The Miyoshi Kasei Group commits:

- To comply with applicable labor regulations on wages and working hours, including those relating to minimum wages, overtime hours and other elements of compensation. The employees are paid regularly, on time and with fairness in respect of work performance.
- To comply with all local laws governing the employees' freedom of association, and the right of employees to select or not select workplace representatives. These representatives can share opinions about work-related matters, without fear of discrimination or retaliation.

On working conditions, our target is to have social dialogue bodies between employees and top management set up in 100% of our sites by 2023.

IV. Health and Safety

Miyoshi Kasei Group aims to provide a safe and healthy working environment for every employee. All sites should implement a program to identify, assess and mitigate risks, in order to minimize unsafe conditions and encouraging a safety culture and conscious behavior.

We aim to have:

- 100% of our sites having a risk assessment on health and safety program by 2024.

- 75% of corrective actions implemented in the following year.
- 0 working accident

V. Career Management and training

Miyoshi Kasei Group commits to enable our employees to develop and practice their talents and skills, by implementing regular performance reviews and employee training programs to pro-actively address any concern and ameliorate the work practices.

We aim to have:

- 1% of our annual working hours reserved for training on performance skills, and 90% of planned trainings actually provided.
- 100% of employees having performance reviews every year.

Human resources managers, Health and Safety managers, or any people in charge of these topics through the companies, are responsible to enforce this policy.

This policy will be reviewed annually or as soon as the need arises.