

Labor practices and Human rights policy

May 2024

Version 3.0

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 inclusion leadership by end of 2024.
- To prohibit any kind of physical, verbal, psychological or sexual abuse, harassment or misconduct, including threats or intimidation.

All of our employees are trained on harassment, discrimination and associated procedures. We aim at keeping them, as well as new employees, updated with regular follow-up trainings.

- To have effective whistleblowing procedure for possible harassment and discrimination acts in workplace. It includes a system to protect whistleblowers from disadvantages, in consultation with an external lawyer to promptly and fairly cope with the whistleblowing. This procedure is in place on all of our sites. 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 do not tolerate nor will we by any means profit from, contribute to, assist with or facilitate the commission by any party of the following:

- Any forms of torture, cruel, inhumane and degrading treatment
- Any forms of forced or compulsory labor
- The worst forms of child labor as defined by the ILO Convention No. 182 on the Worst Forms of Child Labour (1999)
- Other gross human rights violations and abuses such as widespread sexual violence
- War crimes or other serious violations of international humanitarian law, crimes against humanity or genocide.

We will immediately suspend or discontinue engagement with upstream suppliers where we have clear evidences that they are sourcing from, or linked to, any party committing serious abuses as defined above.

Our due diligence program on this topic is ongoing, to identify, prevent and mitigate potential risks.

Our aim is to implement our due diligence process on 100% of our key ingredients supply chains : in 2024 for the identification step, and by end of 2025 for the prevention and mitigation steps.

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.



- More, we commit to monitor and review the living wage requirements internally and implement corrective actions as needed to remediate any potential gap. We also commit to survey those same requirements across our supply chains.
- 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 perform a gap analysis between internal current practices and living wage for 100% of our sites by end of 2024, and to survey the practices for 80% of our key supply chains by 2026.

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.

Miyoshi Kasei Group encourages our suppliers to implement the similar health and safety program. Where mitigation does not succeed in improving the conditions at the origin of the risks, we will consider implementing alternative sustainable solutions.

We aim to have:

- 75% of corrective actions implemented in the year following the on-site health and safety risk assessment.
- 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.

