Human Rights

Targets and Results

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Targets and Results

Enterprise Blueprint for 2020

To meet the expectations of society

Details of current activities (■: Completed, △: Ongoing)

Future initiatives and targets

Discrimination and vulnerable groups, avoidance of complicity

- The section on respect for human rights and prohibition of discrimination in the CSR Code of Conduct has been shared with all Zeon Group companies and Zeon Group business partners, and compliance with the prohibitions on child labor and forced labor are confirmed

■ Release Zeon Group’s CSR Code of Conduct and CSR Procurement Guidelines on the Corporate Report and the Zeon corporate website

△ Conduct CSR education including reviewing compliance texts, e-learning, and CSR information sessions

■ Establish a policy specific to human rights and implement it across the Zeon Group

1. Provide information on the Zeon Group’s CSR Code of Conduct and CSR Procurement Guidelines to business partners (business, procurement, and materials purchasing departments)

2. Build a database of external reports related to respect for human rights at business partners (supply chain CSR survey database) (CSR Promotion Department)

Upholding Positive Working Environments by Protecting Human Rights and Prohibiting Discrimination

In the provisions of our CSR Code of Conduct, we emphasize respect for human rights and prohibit discrimination. We strive to be a company that understands and accepts diverse values, and where no person is discriminated against based on gender, age, nationality, or other attribute.

Zeon Corporation CSR Code of Conduct (Excerpt)

As a member of the Zeon Group, I understand the Zeon Group’s corporate philosophy and CSR Policy, and I undertake to act in accordance with the following:

(1-2 Labor laws and regulations)

(iii) I will not commit discrimination based on birth, nationality, race, ethnic group, creed, religion, or sex/gender.

(4-3 Diversity)

I will value community values such as cultures, traditions, customs and religions.

(7-2 Human rights)

I will value human rights.

(7-3 Respect for each other)

I will value respect for each other.

Studying the CSR Textbook and the Compliance Textbook and E-learning

Employees periodically study the Compliance Textbook in their department. Their level of compliance understanding is checked using an e-learning course in July each year. Questions are set respectively for management, business, manufacturing, and R&D to assess whether the knowledge and information needed to ensure compliance is sufficiently understood.

Checking the level of compliance understanding through e-learning
In recent years, we have been sharing information and working to instill CSR to provide a uniform response as the Zeon Group to inquiries about sustainable procurement from customers, suppliers, and research institutes related to ESG investing.

To also implement the same kind of response in our supply chain going forward, we will update and continue to conduct the CSR procurement questionnaire that we conducted in 2013. As we do this, we will keep the following points in mind.

- Maintaining the ability to regularly conduct the questionnaire
- Ensuring that the questionnaire contents incorporate society’s changing expectations

### CSR Education Including CSR Informational Sessions

In June 2019, the 10th CSR informational session was held. The session topic was Society’s Expectations and the SDGs. We explained in easy-to-understand terms how we were transitioning from CSR focused mainly on legal and regulatory compliance to CSR that also focuses on many of the issues contained in the SDGs and is able to meet society’s expectations while seeking to create and increase corporate value.

### Protecting Human Rights in the Supply Chain

"Respect for human rights and considerations for work environments" forms part of the Requests to Suppliers section of the CSR Procurement Guidelines.

### Procurement Initiatives

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### Signatory to the United Nations Global Compact and Establishment of the Human Rights Policy

In June 2019, we became a signatory to the United Nations Global Compact. Becoming a signatory to the United Nations Global Compact and following its 10 Principles serves as the foundation of our stated Zeon Group goal to meet society’s expectations and clearly presents to our stakeholders our basic stance on human rights, labor practices, the environment, and preventing corruption in our company activities. We also believe this will advance our CSR management based on world standards.

Following our signing on to the United Nations Global Compact, in August 2019 we established the new Zeon Group Human Rights Policy.