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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
<p>Sharing respect for human rights within Zeon Group and in the supply chain</p> <ul style="list-style-type: none"> The section on respect for the Zeon Group Human Rights Policy 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 	<ul style="list-style-type: none"> ■ Become signatory to the United Nations Global Compact ■ Establish the Zeon Group Human Rights Policy △ Continue conducting CSR education including holding CSR informational sessions and confirming understanding through e-learning 	<ol style="list-style-type: none"> Promote activities aligned with the Ten Principles of the UN Global Compact and the Zeon Group Human Rights Policy throughout Zeon Group

Upholding Positive Working Environments by Protecting Human Rights and Prohibiting Discrimination

In August 2019, we established the Zeon Group Human Rights Policy, which sets forth respect for human rights and prohibits discrimination, and are striving to create a mutually accepting company that does not tolerate discrimination based on gender, age, nationality, or other attribute and understands diverse values.

Zeon Group Human Rights Policy (Established on August 1, 2019)

We, the Zeon Group, are committed to fulfilling our corporate social responsibilities in respect of human rights and contributing to realizing a sustainable society, based on international codes of conduct on human rights, such as the Universal Declaration of Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights in Labor, and the UN Global Compact.

Respect for Human Rights

We will not tolerate acts of discrimination or harassment based on age, gender, place of origin, ancestry, nationality, disability, religion, creed, marital status, employment status, union participation, political views and other differences. We also will not tolerate child labor, forced labor or/nor unjustly low wage labor.

Collaboration with Stakeholders

We will encourage our customers and business partners to support this policy with us to pursue business activities sharing respect for human rights.

Prevention and Mitigation of Human Rights Violations

We will strive to perceive, avoid and reduce any negative impact on human rights that might result from our business activities.

Response to Human Rights Violations

We will work on the relief through appropriate procedures when it is found that we have caused or furthered a negative impact on human rights.

Efforts on Human Rights Issues

We will provide appropriate education and training to our executives and employees, so that this policy is understood and implemented.

Disclosure of Information

We will publicly disclose information on our human rights initiatives under this policy through communication channels such as our website and corporate reports.

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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.



CSR informational session

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

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 updated the CSR procurement questionnaire that we conducted in 2013 and conducted the CSR procurement questionnaire for our major suppliers in FY 2019. We will regularly conduct

the CSR procurement questionnaire while taking into consideration social circumstances and our company situation.

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

Signatory to the United Nations Global Compact

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 Ten 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.

