

# The Kikkoman Group Human Rights Policy

Kikkoman Group ('the Group'), believes it is essential to contribute to society through our business to achieve sustainable growth for both the company and society, with this belief reflected in the Group's Management Principles.

## **The Kikkoman Group Management Principles:**

1. To pursue the fundamental principle "consumer-oriented"
2. To promote the international exchange of food culture
3. To become a company whose existence is meaningful to the global society

Recognizing the Group's responsibility to respect the human rights of those potentially affected by its business operations, we are committed to implementing these Management Principles and fulfilling the responsibilities required of companies.

The Group complies with the United Nations Guiding Principles on Business and Human Rights (UNGP), and also supports and respects the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

The Group is committed to developing and implementing a system of due diligence for human rights. Through this system, the Group will identify any potential negative impact on human rights, introduce preventive or mitigation measures, and regularly disclose information on related progress and results.

The Group encourages the establishment of a mechanism by which it can be duly informed should business operations cause, or be complicit in causing, negative impact on human rights, including through its business relationships. Should any negative impact be confirmed, the Group will take appropriate measures to resolve the issue in accordance with UNGP guidance and process.

The Group complies with the laws and regulations of all countries and regions where it operates. If there are conflicts between internationally recognized human rights standards and national laws of those countries and regions, the Group respects international human rights standards to the utmost extent possible.

During the implementation of the Kikkoman Group Human Rights Policy, the Group communicates and conducts dialogue with its stakeholders and outside experts.

The Group identifies who is in charge of implementing this Policy and supervises the process. In addition, the Group provides appropriate training and education to integrate this Policy throughout its business activities.

## **Scope:**

The Kikkoman Group Human Rights Policy applies to the Kikkoman Group and all its employees. The Group is committed to working with all business partners and suppliers to encourage their support of this policy.

Established on 24 December 2020