

## Morinaga Group Human Rights Policy

Since its founding in 1899, the Morinaga Group has been consistently providing customers with new value and inspiration, while responding to changes of the times and those in the lifestyles of customers. The Group's Purpose is to "continue to create healthy foods that can be enjoyed beyond generations, thereby bringing smiles to the faces of people around the world now and in the future." Based on this Purpose, we have a responsibility to respect the human rights of all people as we continue to make food that contributes to keep people's mind and body healthy. For that reason, we have set out our respect for human rights clearly in the Morinaga Group Code of Conduct and the Morinaga Group Standards of Behavior and pledge to comply with this respect.

We believe that respecting human rights means conducting business in a way that that protects the rights of each person to make the most of his or her individuality, not only within the Group but also around the world. We recognize that the process of conducting our business may affect human rights, directly or indirectly. Also, to fulfill our responsibility to respect the human rights of all those involved in our business, in 2023, by resolution of the Board of Directors, we revised the Morinaga Group Human Rights Policy ("the Policy") based on the UN Guiding Principles on Business and Human Rights, and are committed to respecting human rights in accordance with the Policy.

The Policy applies to all employees and officers of the Group\*. We also ask all the Group's business partners to understand the Policy and strive with us to respect human rights in order to build a responsible value chain.

\* "all employees and officers of the Group" refers to persons who have an employment relationship with any of the Group companies, seconded employees, and temporary employees, and to directors, statutory auditors, senior executive officers, and other officers of the Morinaga Group companies.

### **Basic Stance**

We will promote initiatives for respecting human rights based on the UN Guiding Principles on Business and Human Rights, and support and respect the following international norms. In addition, as a signatory to the UN Global Compact, we support and respect its 10 principles.

- UN International Bill of Human Rights (Universal Declaration of Human Rights; International Covenant on Economic, Social and Cultural Rights; and International Covenant on Civil and Political Rights)

- Core labor standards in accordance with the International Labour Organization ILO Declaration on Fundamental Principles and Rights at Work
- OECD (Organisation for Economic Co-operation and Development) OECD Guidelines for Multinational Enterprises

We will comply with the laws and rules of the countries in which we conduct business. If those laws and rules are inconsistent with international human rights norms (including cases where human rights laws and rules do not exist or are insufficient), we will seek ways to comply with international human rights norms subject to compliance with the laws and rules of the relevant countries.

### **Human Rights Issues Recognized by the Morinaga Group**

We understand that all our business activities, including research and development, procurement, manufacturing, sales, distribution, consumption, disposal, and others, can potentially impact human rights, and we will recognize and appropriately address the issues and the actions that should be taken as follows.

#### 1. Elimination of discrimination

We respect the human rights of all people, regardless of age, gender, race, nationality, region, educational background, creed, religion, disability, sexual orientation, gender identity, health status, and other attributes, and will not treat people in a discriminatory manner.

#### 2. Elimination of harassment

We will not allow, nor will we ourselves engage in, power harassment, sexual harassment, or any other form of language or behavior that injures personal dignity.

#### 3. Prohibition of child labor, forced labor, and human trafficking

We will not allow, nor will we ourselves engage in, child labor, forced labor, slavery, or human trafficking.

#### 4. Respect for basic labor rights

We will respect the rights of workers in each country and respect their basic labor rights, including freedom of association, the right to organize, and the right to bargain collectively.

#### 5. Payment of appropriate wages and management of working hours

We will comply with the laws and regulations of each country and properly manage working hours, including the rectification of long working hours. In addition, we will strive to achieve wages that provide a living wage exceeding the minimum wage, if any, that has been set.

6. Ensuring a safe work environment and supporting health promotion  
We will ensure a hygienic and comfortable work environment that takes safety and health into consideration, and endeavor to promote the health of all people who work with the Group.
7. Fairness and equity in recruitment and treatment  
We will seek individuals who fit the characteristics of our business, and recruit and treat them in a person-centered manner, without discrimination based on gender or other basis.
8. Rights of migrant workers  
We will ensure proper working conditions, safety and health, and communicate appropriately, so that each migrant worker can demonstrate his or her abilities.
9. Appropriate handling of personal information and respect for privacy  
We will comply with laws and regulations related to the protection of personal information, and will handle personal information appropriately and respect privacy.
10. Children and Advertising/Marketing  
We respect children's rights, and will not conduct advertising and marketing that has a negative impact on children.
11. Responsibility to local communities  
Recognizing that our business activities may directly or indirectly impact human rights in local communities, we will fulfill our responsibility toward the human rights of local residents, including the rights of indigenous people, and rights of access to water and land rights.

#### **Human Rights Due Diligence**

We will put the Policy into practice, and engage in human rights due diligence to identify, prevent and mitigate any negative human rights impacts of our business activities on society.

#### **Education, Training and Dissemination**

To ensure the effective implementation of the Policy throughout the business activities of the entire Morinaga Group, we will provide appropriate education and training to employees and officers and carry out dissemination of the Policy and awareness raising to our business partners.

#### **Grievance Platform and Remedies**

If our business activities cause negative human rights impacts or are found to be involved in negative impacts through business relationships or other means, we will work to provide

remedies through procedures based on international standards. We also have a mechanism in place for anonymous reporting of problems, and we prohibit retaliation or unfair or disadvantageous treatment by employees and officers of the Group against informants who report problems, thereby protecting informants.

#### **Engagement and Consultation**

We will conduct sincere engagement and consultation with stakeholders affected by our business in the course of initiatives under the Policy.

#### **Disclosure of Information**

We will continually disclose the progress and results of our initiatives for respecting human rights based on the Policy.

#### **Person in Charge**

The President and Representative Director of Morinaga & Co., Ltd. will supervise each item and initiative declared in the Policy as the person in charge.

Established: May, 2018

Revised: April, 2023