

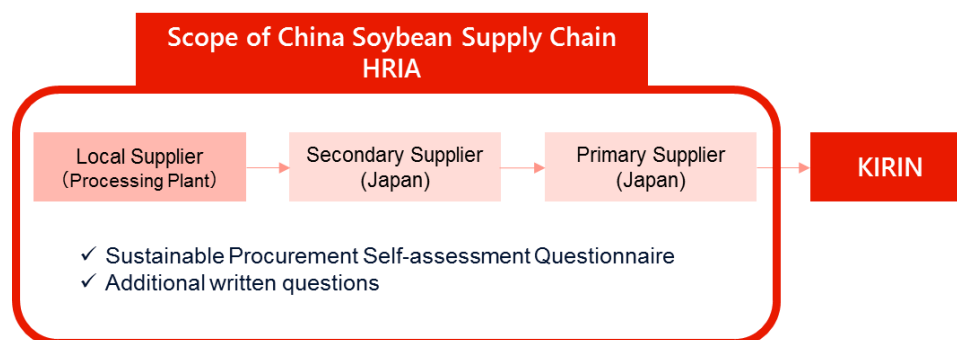
Human rights impact assessment of China soybean supply chain

In line with the Kirin Group Human Rights Policy established in 2018, the Kirin Group has been working to identify, prevent, and mitigate the negative impacts on human rights related to the Kirin Group's businesses. As part of these activities, a Human Rights Impact Assessment (HRIA) for the soybean supply chain in China was conducted in 2021 based on the priorities selected at the time of the establishment of the Human Rights Policy.

HRIA Scope and Methodology

The scope of this human rights impact assessment was conducted, especially for a local processing plant in the soybean supply chain in China. As part of the preparation for HRIA, we held preliminary meetings with our primary and secondary suppliers to explain the objectives, methods and scope, and made adjustments for implementation. In addition, in order to include the local supplier in this initiative, we asked primary and secondary suppliers to work with the upstream supplier. The survey was conducted based on the Sustainable Procurement Self-assessment Questionnaire developed by Global Compact Network Japan (GCNJ) and additional written questions.

This assessment was conducted on a major supplier that account for the majority of soybean raw material procurement in the Kirin Group's food and beverages domain.



Assessment Results

As a result of assessment through the Sustainable Procurement Self-assessment Questionnaire and additional written questions, the requirements required by the Kirin Group Sustainable Supplier Code are being observed, and it was confirmed that the local supplier has internal policies, system and mechanism for areas where human rights risks are generally considered to be high, such as occupational health & safety and communication between labour and management.

- As a CSR issue, the supplier place importance on employee health, safety, and environmental initiatives, and have established policies, procedures, and management systems.
- Opinions, suggestions, and complaint channels for employees are provided.
- Age confirmation procedure is in operation at the time of hiring to prevent child labour.

Going forward, we will continue to carry out regular evaluations in line with the supplier risk management cycle of the Kirin Group, check human rights issues and risks, and continue improvement activities as necessary. We will continue to strive to promote human rights respect efforts while cooperating throughout the supply chain through communication and collaboration through primary suppliers.