

Kirin Group Sustainable Company Code Check List

The Company will endeavor to comply with the following and confirm that there is no discrepancy in the answers.

No.	Category	Question	Answer	Remark *If this is not applicable due to the nature of your business, please select "No" and provide the reason why not.
1	Safety and Security	Initiatives for Quality Management Systems	The Company establishes and operates quality management systems that incorporate the thinking of international standards (e.g., ISO9001, FSSC22000, GMP).	(If answer is "No")
		Quality and Safety of Products	Placing the highest priority on ensuring safety at all stages from procurement of raw materials to research, development, manufacture, distribution, and post-sale of goods and products, the Company ensures that scientific data are handled appropriately and rigorously, and guarantees that they meet safety standards established by national laws and regulations, as well as the standards required by Kirin Group companies.	(If answer is "No")
		Stable procurement of raw materials	The Company identifies internal and upstream supply chains and identifies and responds to hazards and supply disruption risks in the supply chain.	(If answer is "No")
2	Human Rights	Child Labor (including youth employment) *Unless domestic law allows exceptions, in accordance with ILO Conventions No. 138 and No. 182	The Company does not employ children under the minimum age of employment (15 years of age, or 14 years of age in some developing countries) and does not make children under 18 years of age work in ways that would impair their physical and mental development.	(If answer is "No")
		Forced Labor *In accordance with ILO Conventions No. 29 and No. 105	the Company employs all workers by agreement made of their own free will and under documented conditions of employment. The Company engages in withholding or non-payment of wages or makes workers engage in forced or compulsory labor, bonded labor, or prison labor. Workers have the right to quit their jobs of their own free will and are able to end their employment if they give appropriate notice.	(If answer is "No")
		Freedom of Association and the Right to Collective Bargaining	The Company does not demand that employees hand over their passports or other legally recognized IDs as a condition of employment or require them to pay fees related to their employment. When hiring workers from countries other than the country in which the business is being operated, the Company confirms that those workers have obtained a working visa and ensures that they have the same rights as the domestic workers.	(If answer is "No")
		Fair and Equal Treatment *In accordance with ILO Convention No. 111	The Company respects freedom of association and the right to collective bargaining in accordance with domestic labor laws and regulations (or, if none exist, the provisions of the ILO). The Company does not retaliate against, threaten, or discriminate against union members or their representatives. Where local legislation does not allow association or collective bargaining, the Company facilitates councils and other bodies that enable equivalent activities. the Company does not discriminate in terms of recruitment and employment on the basis of race, ethnicity, nationality, social status, family origin, sex, presence or absence of disability, health status, thought or beliefs, sexual orientation or gender identity, or differences in occupation or employment status, and strives to achieve equality of opportunity and treatment and treat employees with dignity and respect.	(If answer is "No")
		Humane Treatment / Harassment	The Company respects the human rights of employees and prohibit all forms of harassment, including sexual harassment and abuse of power, as well as cruel and inhumane treatment, including physical abuse and corporal punishment.	(If answer is "No")
		Working Hours and Holidays	The Company guarantees that employees engage in work and take breaks, leave, and holidays in accordance with relevant laws, regulations, and industry standards. In the absence of applicable labor laws, the Company does not demand that employees work more than 60 hours per week and shall grant them at least one (1) day off after working for six (6) days continuously. Even if overtime work is based on laws and regulations, it is always done with the consent of the person in question, and the Company pays them extra wages.	(If answer is "No")
		Wages and Allowances	The Company ensures wages that meet or exceed minimum standards in individual countries. The Company also pays overtime and other allowances, including legal benefits, and does not reduce wages in violation of labor laws and regulations.	(If answer is "No")
		Responsibility to Local Communities	The Company strives to fulfill responsibilities to local communities, including indigenous peoples affected by the company's operations. In particular, the Company builds consensus with local communities on the use of land and water sources after providing sufficient information to them and obtaining their understanding in advance.	(If answer is "No")
		Access to Remedy	The Company provides the right to remedy for employees through an accessible, reliable, and fair process for handling complaints.	(If answer is "No")
		3	Occupational Safety and Health	Provision of Safe Working Environment
Housing Conditions and Respect for Privacy	At a minimum, drinkable water, adequate lighting, temperature, ventilation, hygiene, and personal protective equipment are provided together with properly equipped housing and dormitory facilities provided to employees are built and maintained in accordance with the standards set out in relevant laws and regulations. Housing and dormitory facilities provided to employees are ensuring a safe, hygienic environment and privacy.			(If answer is "No")
Disaster Prevention Management	To protect the safety of life and body, the Company prepares emergency response measures on the premise of possible disasters, accidents and infectious diseases and ensures that all employees are aware of them.			(If answer is "No")
Environmental Permits and Reports	The Company obtains and maintains all necessary environment-related permits and registrations and complies with them at all times in accordance with their reporting guidelines.			(If answer is "No")
4	Environment	Initiatives for Environmental Management Systems	The Company establishes document and operates environmental management systems based on international standards (e.g., ISO14001).	(If answer is "No")
		Use of Sustainable Biological Resources	The Company uses sustainable biological resources, without using or providing agricultural products and forest resources that would lead to illegal deforestation or environmental destruction.	(If answer is "No")
		Use of Sustainable Water Resources	The Company conserves water and continues to reduce water consumption in manufacturing and production. The Company strives to secure necessary water even in the event of water-related natural disasters (e.g., floods, storm surges, torrential rains, droughts).	(If answer is "No")
		Use of Sustainable Containers and Packaging Resources	The Company strives to use sustainable containers and packaging made from recycled materials, biomass, and the like.	(If answer is "No")
		Response to Climate Change	The Company promotes initiatives to reduce greenhouse gas emissions and utilizes renewable energy, as well as the disclosure of such information, in cooperation with the Kirin Group.	(If answer is "No")
		Contamination Prevention and Waste Reduction	To prevent the pollution of water, soil, oceans, air, etc. and health damages, and to minimize waste products, wastewater, and gas emissions, the Company takes appropriate measures and treat and disposes of them appropriately in accordance with laws and regulations.	(If answer is "No")
5	Business Integrity	CSR Organizational Governance / Prevention and Early Detection of Dishonesty	The Company establishes systems to promote company-wide CSR. The Company implements preventive actions against dishonesty and establishes systems for the early detection of and response to dishonesty.	(If answer is "No")
		Bribery and Graft	The Company maintains sound and proper relations with political and administrative bodies and does not engage in bribery or illegal political donations.	(If answer is "No")
		Gifts and Entertainment	In relationships with stakeholders, including the Kirin Group, the Company does not provide or accept benefits such as inappropriate entertainment or gifts.	(If answer is "No")
		Corruption	The Company does not engage in or be involved in any act of embezzlement, insider trading, extortion of profits, money laundering, or tax evasion, including the receipt or offering of bribes.	(If answer is "No")
		Conflict of Interest	If, in a transaction with the Kirin Group, the Company becomes aware of a conflict of interest between an executive or employee of the Company and an executive or employee of the Kirin Group, the Company notifies the Kirin Group through the Company Hotline or by other means.	(If answer is "No")
		Fair Competition	The Company engages in fair, equitable, transparent, and free competition.	(If answer is "No")
		Disclosure of Records and Information	The Company provides and discloses information to stakeholders actively, regardless of whether disclosure is required by laws and regulations.	(If answer is "No")
6	Responsible Drinking	Protection of Information Property and Respect for Intellectual Property	The Company manages and protects the personal information of customers, third parties, and employees appropriately. The Company also manages and protects confidential information received from customers and third parties appropriately. The Company uses its own intellectual property appropriately and respects and not infringe on the intellectual property rights of Kirin Group and other companies.	(If answer is "No")
		Make steady progress toward eradicating the harmful use of alcohol	The Company practices proper drinking practices such as prevention of drunk driving accidents, and prevention of drinking by those under 20 years old and pregnant and nursing women.	(If answer is "No")

Day Month, Year