



Human Rights Policy

NIHON SHOKUHIN KAKO has set forth the corporate philosophy of “Grow vigorously by dedicating all our wisdom to pioneer the future through the business of starch and saccharide,” “Contribute to society by earning the trust of customers through superior manufacturing and service,” and “Commit to being an honest company that respects the individual so that employees attain job satisfaction and chase their dreams.”

To put this corporate philosophy into practice, we place importance on respect for the individual by having stipulated respect for human rights, pursuit of job satisfaction, and compliance with social norms within the NIHON SHOKUHIN KAKO Code of Conduct and the Code of Conduct for Officers and Employees.

We recognize that human rights are one of the key issues concerning sustainability, and seek to contribute to the realization of diverse well-being in society as a whole by valuing our employees as the core of our business activities, as well as everyone involved in our business activities, and by responding appropriately to human rights issues.

1. Compliance with Laws and Norms Concerning Respect for Human Rights

We support and give equal weight to international norms concerning human rights, such as the United Nations International Bill of Human Rights, the core labor standards under the ILO Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

We comply with the laws and regulations of each country and region in which we conduct business. If we discover a conflict between national or regional laws and international human rights norms, we will pursue the best way to respect internationally recognized human rights.

2. Scope of Application

This policy applies to all officers and employees of NIHON SHOKUHIN KAKO.

We also strive to obtain the understanding and support of our suppliers and business partners, as well as other relevant stakeholders, in regard to this policy.

3. Human Rights Due Diligence

We are committed to human rights due diligence in accordance with the United Nations Guiding Principles on Business and Human Rights, and strive to avoid and reduce negative impacts on human rights.

4. Remedies and Corrections

If we discover that our business activities have directly caused, or contributed to, negative impacts on human rights, we will work to remedy and correct them through appropriate means.

5. Dialogue with Stakeholders

We engage in dialogue with relevant stakeholders and strive to act responsibly.

6. Education and Penetration

We maintain an ongoing commitment to providing the necessary training and educational activities to ensure that our officers and employees understand the importance of our efforts involving respect for human rights, and that this importance is properly reflected and grounded in our business activities.

7. Disclosure of Information

We disclose information on our human rights initiatives in a timely and appropriate manner through our website and other means.