



Human Rights Policy Statement

Kagome is committed to upholding and promoting human rights as outlined in international treaties, conventions, and declarations. We believe in the inherent dignity and worth of all individuals and are dedicated to ensuring that human rights are respected, protected, and fulfilled in all aspects of our operations and interactions.

Key Principles:

Equality and Non-Discrimination: We condemn all forms of discrimination based on race, color, ethnicity, nationality, religion, gender, sexual orientation, gender identity, disability, age, or any other characteristic. We are committed to creating inclusive environments where diversity is celebrated, and all individuals are treated with fairness and respect.

Freedom and Liberty: We recognize and uphold the rights to freedom of expression, assembly, association, and belief. We support the right of individuals to express themselves freely without fear of **censorship or reprisal and to peacefully assemble and associate with others to pursue common goals.**

Dignity and Security: We affirm the right of every person to live a life free from violence, coercion, and oppression. We are committed to promoting safety, security, and well-being for all individuals, including protecting against threats to personal safety, ensuring access to justice, and preventing all forms of abuse and exploitation.

Social and Economic Rights: We acknowledge the importance of social and economic rights, including access to adequate housing, healthcare, education, employment, and social services. We strive to create opportunities for all individuals to realize their full potential and participate fully in society, regardless of socio-economic status.

Accountability and Transparency: We hold ourselves accountable for respecting and promoting human rights in all our activities. We commit to conducting regular assessments of our human rights impacts, addressing any shortcomings, and providing effective remedies for any harm caused. We are committed to transparency in our operations and will communicate openly with stakeholders about our human rights practices and performance.

Partnerships and Collaboration: We recognize that promoting and protecting human rights requires collaboration and partnerships across sectors and stakeholders. We will engage with governments, civil society organizations, businesses, and other relevant actors to advance human rights goals and address shared challenges.

This Human Rights Policy applies to Kagome Co. Ltd a Japanese corporation having its office at 3-21-1, Nihonbashi-Hamacho, Chuo-ku, Tokyo, Japan and each of their subsidiaries (collectively “Kagome”), and includes employees, contractors, suppliers, partners, and stakeholders. We expect all individuals and entities associated with to uphold these principles and contribute to a culture of respect for human rights.