



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 protected characteristic. We are committed to creating inclusive environments where diversity is respected and all individuals are treated fairly.

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.

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.

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 individuals to realize their full potential.

Accountability and Transparency: We hold ourselves accountable for respecting and promoting human rights in all our activities. We commit to conducting periodic reviews of our human rights impacts and addressing any identified gaps.

Partnerships and Collaboration: We recognize that promoting and protecting human rights requires collaboration across sectors. We engage with governments, civil society, and business partners to advance human rights objectives.

International Framework Alignment

Kagome's Human Rights Policy is aligned with the UN Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organization (ILO) Core Conventions, and the OECD Guidelines for Multinational Enterprises. Kagome expects its suppliers and business partners to uphold these same principles and to comply with Kagome's Sustainable Procurement Guideline.

This Human Rights Policy applies to Kagome Co., Ltd. and its subsidiaries, and includes employees, contractors, suppliers, partners, and stakeholders. We expect all individuals and entities associated with Kagome to uphold these principles and contribute to a culture of respect for human rights.