

# Kirin Group Sustainable Supplier Code

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## Table of Contents

Message .....	4
Kirin Group Sustainable Procurement Policy .....	5
Kirin Group Sustainable Supplier Code .....	6
Introduction .....	6
(1) Purpose .....	6
(2) Associated Documents .....	6
(3) Scope .....	7
(4) Demonstrating Compliance .....	7
(5) Raising Concern .....	7
(6) Continuous Improvement .....	7
(7) Application .....	7
Five Pillars of the Kirin Group Sustainable Supplier Code .....	8
1. Safety and Security .....	8
(1) Quality and Safety of Products .....	8
(2) Stable procurement of raw materials .....	8
2. Human rights .....	8
(1) Child Labor (including youth employment) .....	8
(2) Forced Labor .....	9
(3) Freedom of Association and the Right to Collective Bargaining .....	9
(4) Fair and Equal Treatment .....	10
(5) Human Treatment/Harassment .....	10
(6) Working Hours and Holidays .....	11
(7) Wages and Allowances .....	11
(8) Rights of the Vulnerable People .....	12
(9) Land rights .....	12
(10) Establishment of grievance mechanism .....	12
3. Occupational Safety and Health .....	12
(1) Provision of Safe Working Environment .....	12
(2) Housing Conditions and Respect for Privacy .....	13
(3) Disaster Prevention Management .....	13
4. Environment .....	14
(1) Protect and Regenerate Environment .....	14
(2) Sustainable Use of Biological Resources .....	14
(3) Sustainable Use of Water Resources .....	14
(4) Sustainable Use of Containers and Packaging Resources .....	14
(5) Response to Climate Change .....	15
(6) Contamination Prevention and Waste Reduction .....	15

5. Business Integrity.....	15
(1) Corruption .....	15
(2) Gifts and Entertainment .....	16
(3) Conflict of Interest .....	16
(4) Fair Competition .....	16
(5) Disclosure of Records and information.....	16
(6) Protection of Information Property and Respect for Intellectual Property .....	16
Reporting Violations .....	17
Supplier Hotline .....	17
Grievance Desk (JaCER) .....	17

## Message

In recent years, the world's expectations and concerns have focused on efforts being undertaken not only by individual companies themselves, but also in their supply chains. For the realization of sustainable supply chains, human rights and environment initiatives in supply chains have become even more important. Customers also expect transparency and hold a strong interest in where Kirin Group products come from and how they are manufactured. They trust our brand and, in the procurement area as well, they expect the Kirin Group to act sincerely and correctly in its procurement activities. It is our responsibility to honor this trust with integrity. We must engage sincerely in various initiatives and uphold corporate ethics in areas that include the prevention of bribery and corruption, conflicts of interest, protection of privacy, sustainable procurement practices, and the protection of the human rights of employees and people involved in the value chain.

However, we cannot achieve this alone. It is with the cooperation of our thousands of suppliers, who provide us with raw materials, packaging, and other goods and services that we are able to operate our businesses. The Kirin Group Sustainable Supplier Code is a clear statement of the Kirin Group's expectations of its suppliers regarding sustainable procurement practices including human rights, environment, and corporate ethics. Society's demands on companies are changing dramatically, including areas such as human rights and the environment, and are becoming increasingly stringent. We will update this code regularly to meet the expectations of all stakeholders, including customers and local communities.

Together with you all, we believe that we can continue to have a lasting positive impact on society. We appreciate your continued partnership and commitment to continuous improvement and ask for your continued support.



Akiyoshi Iwasaki,  
Senior Executive Officer,  
Supply Chain Management (SCM) Strategy

## **Kirin Group Sustainable Procurement Policy**

The Kirin Group has established the Kirin Group Sustainable Procurement Policy for its procurement activities. We ask our suppliers, who are important partners of the Kirin Group, for your understanding of our approach and your cooperation toward our efforts.

### **<Kirin Group Sustainable Procurement Policy>**

The Kirin Group upholds the essential values in the areas of human rights, labor, the environment, and anti-corruption defined by the United Nations Global Compact, of which we are a signatory. We engage in procurement activities that follow five themes for initiatives in compliance with this principle and with Group policies, to improve sustainability from global perspectives, enhance corporate value, and contribute to society.

#### **1. Steady focus on quality**

•We place a high priority on pursuing quality and safety in our procurement practices, in accordance with the Kirin Group's Quality Policy.

#### **2. Ensuring regulatory and ethical compliance**

•We observe social norms and the letter and spirit of laws and regulations and conduct business in a sensible and socially responsible manner, in accordance with the Kirin Group Compliance Policy.

#### **3. Respecting human rights**

•We embody the ideas laid out in the Kirin Group Human Rights Policy and address human rights issues together with our suppliers.

#### **4. Environmental stewardship**

•We strive to protect the global environment and prevent pollution and conduct environmentally sensible procurement practices in accordance with the Kirin Group's Environmental Policy.

#### **5. Coevolving relationships of mutual trust with suppliers**

•We establish long-term relationships of trust with suppliers through fair and open procurement practices and work with suppliers to solve social issues to achieve co-existence and co-prosperity.

# Kirin Group Sustainable Supplier Code

## Introduction

### (1) Purpose

The Kirin Group Sustainable Supplier Code (the "Code") stipulates the minimum standards that suppliers must comply with in conducting business with the Kirin Group. The Code respects international standards such as the OECD Guidelines of Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the Core Conventions of the International Labor Organization [ILO], the Ten Principles of UN Global Compact, and the Women's Empowerment Principles [WEPs], and strives to ensure that all upstream channels in the supply chain, as well as the Kirin Group's own business operations, conform to these standards on an ongoing basis.

### (2) Associated Documents

The Code has been established based on the following policies:

- Kirin Group's Human Rights Policy  
[https://www.kirinholdings.com/en/impact/community/2\\_1/policies/](https://www.kirinholdings.com/en/impact/community/2_1/policies/)
- Kirin Group Compliance Policy  
[https://www.kirinholdings.com/en/purpose/files/pdf/compliance\\_policy.pdf](https://www.kirinholdings.com/en/purpose/files/pdf/compliance_policy.pdf)
- Kirin Group Anti-Corruption Policy  
[https://www.kirinholdings.com/en/purpose/files/pdf/anti-corruption\\_policy.pdf](https://www.kirinholdings.com/en/purpose/files/pdf/anti-corruption_policy.pdf)
- Kirin Group's Quality Policy  
<https://www.kirinholdings.com/en/profile/quality/>
- Kirin Group Basic Policy and Guiding Principles for Conduct for Alcohol-Related Problems  
<https://www.kirinholdings.com/en/impact/alcohol/policies/>
- Kirin Group Global Marketing Code for Responsible Drinking  
[https://www.kirinholdings.com/en/newsroom/release/2022/0204\\_01.html](https://www.kirinholdings.com/en/newsroom/release/2022/0204_01.html)
- Kirin Group Environmental Policy  
[https://www.kirinholdings.com/en/impact/env/e\\_policy/](https://www.kirinholdings.com/en/impact/env/e_policy/)
- Kirin Group's Environmental Vision 2050  
<https://www.kirinholdings.co.jp/csv/env/policies/vision.html>
- The Kirin Group Plastic Policy  
[https://www.kirinholdings.com/jp/impact/env/e\\_policy/](https://www.kirinholdings.com/jp/impact/env/e_policy/)
- Kirin Group Tax Policy  
<https://www.kirinholdings.com/en/purpose/governance/taxpolicy/>
- Kirin Group Sustainable Procurement Policy  
<https://www.kirinholdings.com/en/impact/procurement/csr/>

### **(3) Scope**

A supplier dealing with the Kirin Group is required to comply with the standards of the Code. "The Supplier" in this context refers to the supplier, its parent company, subordinate companies, affiliated companies, and all executives and all workers of the same (including regular workers, contract workers, part-time workers, workers of contractors, and migrant workers), and upstream suppliers in the supply chain and their affiliates (business partners). The Supplier is responsible for cascading down and ensuring that its workers, as well as its business partners, and recruitment agencies and labor intermediaries also comply with this Code.

### **(4) Demonstrating Compliance**

The Kirin Group expects the Supplier to adhere to the contents described in this Code and all applicable laws and regulations and strive to comply with all applicable international and industry standards, and trade sanctions and restrictions of the United Nations. Moreover, the Kirin Group verifies Supplier's compliance with the requirements of the Code through conducting self-assessment questionnaires to the Supplier, conducting audits by internal and external auditors and through collecting other information from the Supplier. If remediation is required, the Kirin Group expects the Supplier to agree to and implement a time-bound corrective action plan to resolve non-compliance promptly and effectively and fulfill these requirements. If the Supplier does not demonstrate a willingness to correct an unacceptable matter, the Kirin Group may suspend the business with those Suppliers.

### **(5) Raising Concern**

The Kirin Group expects the Supplier to establish appropriate mechanisms to enable Supplier workers to raise concerns and consult with management or an external hotline, etc. about the Code and to receive a response without retaliation.

### **(6) Continuous Improvement**

The Kirin Group recognizes that persistent efforts are required to meet the standards set out in the Code and expects the Supplier to continuously improve its operations. If improvements are required, the Kirin Group will assist the Supplier to establish management methods and procedures to ensure certain and continuous improvement.

### **(7) Application**

Acknowledgement of the Code is a prerequisite for any transaction with the Kirin Group. If required by the Kirin Group, written consent to the Code must be submitted. Neither the Code nor compliance to the Code shall grant any rights to the Supplier. The standards set forth in this Code are additional to any contracts or legal agreements between the Supplier and the Kirin

Group and are not alternatives to them.

## **Five Pillars of the Kirin Group Sustainable Supplier Code**

### **1. Safety and Security**

#### **(1) 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 Supplier must ensure that scientific data are handled appropriately and rigorously and guarantee that they meet safety standards established by national laws and regulations, as well as the standards required by Kirin Group companies.

#### **<Practices for Implementation>**

The Supplier shall establish and operate quality management systems that incorporate the thinking of international standards (e.g., ISO9001<sup>※1</sup>, GFSI-recognised certification schemes<sup>※2</sup>, GMP<sup>※3</sup>).

※ 1 ISO9001 : A general term for International Standards related to Quality Management Systems.

※ 2 GFSI-recognised certification schemes : Food safety management systems, as international standards for requirements for organizations involved in the food chain, which are either Global Food Safety Initiative (GFSI) requirements or GFSI-approved schemes (e.g., FSSC22000) that meet GFSI requirements. Schemes (FSSC22000, etc.)

※ 3 GMP : Abbreviation for Good Manufacturing Practice. International standards for manufacturing and quality control of pharmaceutical products.

#### **(2) Stable procurement of raw materials**

The Supplier should identify internal and upstream supply chains and identify and respond to hazards and supply disruption risks in the supply chain.

### **2. Human rights**

#### **(1) Child Labor (including youth employment)**

Unless domestic law allows exceptions, in accordance with ILO Conventions NO. 138 and NO. 182, the Supplier must not employ children under the minimum age of employment (15 years of age, or 14 years of age in some developing countries) or children below the age of compulsory education, whichever is higher. Young workers under the age of 18 are not allowed to work in ways that would impair their physical or mental development and not be deprived of the opportunity to go to school.



### <Practices for Implementation>

- The Supplier shall document employment policies that clearly state a minimum age and effective procedures for age verification. In case that any violation of its policy is identified, the Supplier shall take responsible corrective measures immediately.
- The Supplier shall document policies to protect young workers. These policies clearly state the restriction of working hours and the prohibition of night shifts, hazardous work and work during the semester. The Supplier shall provide training for all workers to respect these policies on young workers.

## **(2) Forced Labor**

In accordance with ILO Conventions No. 29 and No. 105, the Supplier must employ all workers by agreement made of their own free will and under documented conditions of employment. The Supplier must not engage in withholding or non-payment of wages. They must not engage in any form of modern slavery, including forced labor, compulsory labor, bonded labor or prison labor. Workers must also have the right to leave and move freely and must be able to end their employment if they give appropriate notice. Workers shall not be required to pay unreasonable recruitment fees or deposits to their employers or to individuals, companies, recruitment agencies or labor intermediaries who are involved in the recruitment process.

### <Practices for Implementation >

- The Supplier shall document employment policies on prohibition of forced labor. These policies clearly state that charging recruitment fees from workers is prohibited, and workers are free to leave their jobs, and withholding identification documents by employers and recruitment agencies are prohibited. When violations of this policy are identified, the Supplier shall take a responsible corrective action immediately.
- The Supplier shall notify and make contracts with workers about working conditions and their rights in a language they understand.
- When hiring workers from countries other than the country in which the business is being operated, the Supplier must confirm that those workers have obtained a working visa and ensure that they have the same rights as the domestic workers.
- The Supplier must not demand that workers hand over their passport or other legally recognized IDs as a condition of employment, require them to pay fees related to their employment, or force workers to use accommodations provided by the company.

## **(3) Freedom of Association and the Right to Collective Bargaining**

The Supplier should respect freedom of association and the right to collective bargaining in accordance with domestic labor laws and regulations (or, if none exist, the provision of the ILO).

Also, retaliation, intimidation, threats and physical or legal attacks against human rights defenders, including union members or their representatives, will not be tolerated. Where local legislation does not allow association or collective bargaining, the Supplier should facilitate councils and other bodies that enable equivalent activities.

#### **<Practices for Implementation >**

- The Supplier shall document policies on freedom of association and collective bargaining. These policies clearly state that a worker's choice to form or join a trade union will not negatively affect the equal treatment (including treatment in relation to employment, discipline, promotion, wages, working hours, grievances, and dismissal) the worker shall receive.
- The Supplier shall provide appropriate facilities to assist with developing collective bargaining agreements. For example, providing permission to workers' representatives to leave their duties for as long as necessary so they could perform their representative functions or attend trade union meetings without reduction of salaries or benefits.

#### **(4) Fair and Equal Treatment**

In accordance with ILO Convention No. 111, the Supplier shall not discriminate in terms of recruitment and employment on the basis of race, skin color, ethnicity, nationality, social status, family origin, gender, presence or absence of disability, health status, thought or beliefs, sexual orientation or gender identity, age, pregnancy or marital status, trade union membership, country of origin or differences in occupation or employment status, and shall strive to achieve equality of opportunity and treatment, and treat workers with dignity and respect.

#### **<Practices for Implementation >**

- The Supplier shall establish a policy and procedures prohibiting any form of discrimination in the processes of hiring, compensation, educational enrollment, promotion, termination, and retirement. The policy is clearly and regularly communicated to all workers, including managers.
- The selection criteria for all personnel decisions are objective and transparent. The Supplier shall manage and ensure these criteria are implemented on the ground.
- The Supplier shall regularly provide training for managers who are in charge of hiring, paying, training, promoting, carrying out disciplinary action and dismissing workers to avoid discrimination in performing their tasks.

#### **(5) Human Treatment/Harassment**

The Supplier shall respect the human rights of workers and strictly prohibit any kind of harassment, intimidation, bullying or abuse of any employee, including physical punishment,

threats of disciplinary action, or physical, sexual, racial, psychological, or verbal abuse. Abuse, intimidation, threats, or retaliation against human rights defenders will not be tolerated. Also, all workers who harassed or abused others, especially those in management will be imposed by appropriate disciplinary actions.

#### **<Practices for Implementation>**

- The Supplier shall document policies, procedures, and disciplinary procedures prohibiting all forms of harassment and abuse and communicate the contents clearly to all workers.
- All workers receive regular training in harassment and abuse.

### **(6) Working Hours and Holidays**

The Supplier shall guarantee that workers work and take breaks, leave, and holidays in accordance with relevant laws, regulations, and industry standards. In the absence of applicable labor laws, normal working hours shall not exceed a maximum of 48 hours per week or a maximum of 56 hours per week, including overtime in accordance with the relevant ILO standards. All overtime work must be done by agreement between workers and employers, and premium wages shall be paid. The Supplier shall provide at least one day off for every seven days of work, statutory paid annual leave, and compensatory leave for holiday work.

#### **<Practices for Implementation >**

- The Supplier shall document policies on normal working hours and overtime and agreed upon with workers in a language they can understand.
- There is a clear and effective mechanism of recording, documenting, and monitoring the working and overtime hours of all workers, regardless of the payroll structure or contract type.

### **(7) Wages and Allowances**

The Supplier shall ensure wages that meet or exceed minimum standards in individual countries and aim for a living wage. The Supplier shall pay overtime and other allowances, including legal benefits, and not reduce wages in violation of labor laws and regulations. The Supplier shall issue a pay slip to workers that clearly indicates the details of their wages including the deductions. Moreover, all wages shall be paid directly to the workers on time.

#### **<Practices for Implementation >**

- The Supplier shall document wage and compensation policies that are transparent and agreed upon in a language that workers understand.

- The Supplier shall understand the legal requirements of wages, overtime, benefits, holidays and deductions, and ensure that the changes of requirements are reflected in the policy when there are changes.
- The Supplier shall maintain records to prove that accurate wages are paid to workers

### **(8) Rights of the Vulnerable People**

The Supplier shall protect the rights of vulnerable people, including women, children containing minors, persons with disabilities, ethnic minorities, Indigenous peoples, LGBT and prevent human rights violations against these people including discrimination and harassment. In addition, the Supplier shall promote equal pay for equal work, offering equal opportunities and elimination of health and safety risks specific to women.

### **(9) Land rights**

The Supplier shall strive to fulfill responsibilities for the land rights of people in each country and local community including Indigenous peoples and small farmers who are affected by the company's operations. In particular, the Supplier shall build consensus with local communities with respect to the use of land and water sources on the basis of Free, Prior, and Informed Consent (FPIC).

### **(10) Establishment of grievance mechanism**

The Supplier shall provide a right to remedy for all stakeholders, including workers, contract workers, workers of contractors, its own supply chain, and local communities, through an accessible, reliable and fair grievance process. The Supplier shall prohibit retaliation and protect reporters from retaliation.

#### **<Practices for Implementation >**

- The Supplier shall document the grievance process and ensure that managers understand these grievance policies and procedures.
- In order to ensure that reporters are not treated unfavorably, threatened or retaliated against, the Supplier shall document a non-retaliation policy and take specific measures to protect reporters from retaliation. In particular, managers are trained to avoid retaliation.

## **3. Occupational Safety and Health**

### **(1) Provision of Safe Working Environment**

The Supplier shall regularly assess risks to workplace safety and ensure safety through appropriate design, technology, and management measures.

The Supplier shall identify the conditions under which workers are exposed to harmful organisms

and chemical substances, as well as to noise and offensive odors in the workplace, and take appropriate countermeasures.

At a minimum, drinkable water, adequate lighting, temperature and ventilation, hygiene facilities with running water and soap, and personal protective equipment must be provided together with properly equipped workstations.

#### **<Practices for Implementation >**

- The Supplier shall establish an effective health and safety committee to ensure that workers and managers understand health and safety issues and take responsibilities based on the size of site and relevant risks. The committee must identify, monitor, and ensure the implementation of improvement plans to reduce health and safety risks to protect workers from work-related accidents, injuries, and illnesses.
- The Supplier shall ensure that all workers, visitors, and those who enter the premises to provide operational services or handle products are received appropriate training and informed of the appropriate actions to be taken in the event of a health and safety incident.
- The Supplier shall provide safety training for all workers regularly and repeatedly and verify the effectiveness of their safety plans.

### **(2) Housing Conditions and Respect for Privacy**

Housing and dormitory facilities provided to workers must be built and maintained in accordance with the standards set out in relevant laws and regulations, while ensuring a safe, hygienic environment and privacy.

### **(3) Disaster Prevention Management**

To protect the safety of life and body, the Supplier shall prepare emergency response measures on the premise of possible disasters, accidents and infectious diseases and ensure that all workers are aware of them.

#### **<Practices for Implementation >**

- The Supplier shall maintain appropriate fire and emergency response procedures, including evacuation procedures, emergency drills, appropriate first aid supplies, fire protection equipment, and exit equipment. Also, the Supplier shall have appropriately trained and competent emergency personnel in place.
- The Supplier shall provide regular evacuation drills for all workers.

## 4. Environment

### (1) Protect and Regenerate Environment

The Supplier shall obtain and maintain all necessary permits and registrations for the protection of the environment, nature, and biodiversity, and comply with them at all times in accordance with their reporting guidelines.

#### <Practices for Implementation >

- The Supplier shall establish, document, and operate environmental management systems based on international standards (e.g., ISO14001).

\*1ISO 14001: A general term for international standards related to environmental management systems.

### (2) Sustainable Use of Biological Resources

The Supplier shall set targets for the sustainable use of biological resources and strive to expand and use sustainable agriculture and forestry etc. When requested by the Kirin Group, the Supplier shall work in cooperation with the Kirin Group and their production sites to achieve international targets.

### (3) Sustainable Use of Water Resources

The Supplier shall set and strive to achieve targets for sustainable use of water, such as water conservation in manufacturing and production. When requested by the Kirin Group, the Supplier shall work to achieve international targets within the company, as well as throughout the value chain, in cooperation with the Kirin Group, local communities and related parties.

### (4) Sustainable Use of Containers and Packaging Resources

The Supplier shall make efforts to propose and provide containers and packaging that use highly sustainable raw materials (including PET bottles that contribute to the Kirin Group Plastics Policy, FSC certified<sup>※1</sup> paper and recycled paper packages) are highly recyclable and have low LCA results<sup>※2</sup>. The Supplier shall cooperate in developing a social system that embraces recycling and reuse.

※1FSC certification: A system in which the Forest Stewardship Council certifies products manufactured under sustainable forest management that is environmentally and socially friendly.

※2LCA: An abbreviation for Life Cycle Assessment. This is a method of quantitatively assessing the environmental impact of a product or service throughout its life cycle (resource extraction, raw material production, product production, distribution and consumption, disposal, and recycling).

## **(5) Response to Climate Change**

The Supplier shall strive to identify and reduce greenhouse gas emissions by its operation and relevant upstream of supply chains.

The Supplier shall set company-wide greenhouse gas reduction targets based on internationally required target levels (e.g., SBTi<sup>※1</sup>) and provide up-to-date information on the status of initiatives and emissions data at the request of the Kirin Group. The Supplier shall work through these initiatives together with the Kirin Group to decarbonize the supply chain.

※ 1 SBTi : An abbreviation of the Science Based Targets Initiative. An initiative aimed at preventing climate change and increasing the competitiveness of companies in a net-zero economy.

## **(6) Contamination Prevention and Waste Reduction**

To prevent pollution of water, soil, oceans, air, etc. and health damages, and to minimize the waste products, wastewater, and gas emissions, the Supplier shall take appropriate measures and treat and dispose of them in accordance with laws and regulations.

# **5. Business Integrity**

## **(1) Corruption**

The Supplier must not engage in or contribute to any act, whether directly or indirectly, of abusing authority to gain unfair profits (bribery, facilitation payments to obtain illicit profits, excessive entertainment and gifts, embezzlement such as fraudulent receipt of rebates and kickbacks, unfair competition such as bid rigging and collusion, extortion, fraud, money laundering, tax evasion, etc.).

### **< Practices for Implementation >**

- The Supplier shall establish appropriate systems, a department in charge of compliance and a whistleblowing hotline and comply with applicable laws and regulations to prevent and detect all misconduct at an early stage.
- The Supplier shall provide regular education and training for management and workers to further permeate ethical awareness and maintain and improve the system.
- The Supplier shall accurately record expenditure-related approval documents and accounting books etc., based on the facts, and store relevant business documents properly under an appropriate internal control system for the purpose of facilitating the identification of suspected acts of money laundering, tax avoidance and violations of economic sanctions.
- The Supplier shall conduct regular self-inspections and internal audits to verify whether the anti-corruption system is functioning. Also, the Supplier shall review and improve the policy and its compliance procedures as necessary based on the results.

- The Supplier shall maintain sound and proper relationships with business, politics, and government and shall not engage in bribery or illegal political donations.

## **(2) Gifts and Entertainment**

In relationships with stakeholders, including the Kirin Group, the Supplier shall not provide or accept benefits such as excessive entertainment and gifts.

## **(3) Conflict of Interest**

If, in a transaction with the Kirin Group, the Supplier becomes aware of a conflict of interest between an executive or employee of the Supplier and an executive or employee of the Kirin Group (meaning a relationship in which there is a risk of them prioritizing the counterpart's or their own personal economic interests over that of the organization to which they belong), the Supplier (including an executive or employee of it) shall notify the Kirin Group through the Supplier Hotline or by other means. This Supplier's obligation shall not be applicable if executives and workers of either party are "not" involved in or "don't" have influence over decisions on the terms of the transaction.

## **(4) Fair Competition**

The Supplier shall not, under any circumstances, engage in acts that violate the Anti-monopoly Act such as forming cartels or other actions. Instead, the Supplier shall engage in fair, equitable, transparent, and free competition.

## **(5) Disclosure of Records and information**

The Supplier shall conduct all transactions transparently and record and update accurately, in compliance with applicable laws and regulations. Also, the Supplier shall provide and disclose information to stakeholders actively, regardless of whether the disclosure is required by law and regulations.

## **(6) Protection of Information Property and Respect for Intellectual Property**

The Supplier shall meet the requirements of applicable data privacy laws and regulations, and appropriately manage and protect the personal and confidential information of customers, third parties, and its workers. The Supplier shall use appropriately its own intellectual property, respect and not infringe on the intellectual property rights of the Kirin Group or other companies. The Supplier shall not disclose confidential information of the Kirin Group to third parties without the prior permission of the Kirin Group. Also, in the event of an actual data breach, or if the Kirin Group's information is disclosed to third parties without their permission, the Supplier shall notify the Kirin Group immediately.



## Reporting Violations

### (1) Supplier Hotline

The Kirin Group has established a point of contact through which the Supplier can provide information in the event that they become aware of violations (of potential violations) of laws and regulations, and of the Kirin Group Compliance Policy, Kirin Group Anti-Corruption Policy, Kirin Group Sustainable Procurement Policy, and other compliance matters conducted by an executive or employee of the Kirin Group in procurement transactions with the Group.

This contact point is completely independent of the departments involved in procurement, and we guarantee that the Supplier who provide information will not be treated disadvantageously.

[https://faq.kirin.co.jp/form/kh\\_12.html](https://faq.kirin.co.jp/form/kh_12.html)

(Japanese Only)

### (2) Grievance Desk (JaCER)

The Kirin Group is a regular member of the Japan Center for Engagement and Remedy on Business and Human Rights (JaCER), a general incorporated association that provides an engagement and remedy platform in compliance with the United Nations Guiding Principles on Business and Human Rights. Through this dialogue and remedy platform, the Kirin Group accepts complaints and reports related to human rights from all stakeholders in the supply chain. The Kirin Group are committed to resolving essential human rights issues by accepting complaints through third parties, so as to ensure equality and transparency in the handling of complaints and in responding appropriately to those complaints and reports. When receiving reports, the Kirin Group will ensure the anonymity of reporters and maintain the confidentiality of the reports' contents.

Information on reports made through JaCER will be disclosed anonymously on a regular basis on the JaCER website.

<https://jacer-bhr.org/en/application/index.html>



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