

Respect for Human Rights

The Sanyo Chemical Group recognizes the potential for its business activities to have a negative impact on human rights, and believes it is important to address human rights issues across stakeholders and the supply chain.

Human rights policy

Since we formulated our Human Rights Policy in March 2023, we have established a system, provided education and training, and conducted due diligence regarding human rights.

Sanyo Chemical Group Human Rights Policy

1. Basic attitude
2. Scope of application
3. Responsibility to respect human rights
4. Compliance with applicable laws and regulations
5. Human rights due diligence
6. Identification of human rights risks
7. Prevention and mitigation measures
8. Corrective and remedial measures
9. Education
10. Information disclosure/engagement

WEB Full version of the Human Rights Policy >

Addressing human rights issues in the supply chain

Supplier survey

Since FY2022, we have conducted a questionnaire survey of oil and fat raw material suppliers based on the UN Global Compact's CSR Procurement Self-Assessment Tool to understand human rights issues.

	Survey targets	Number of responses
FY2022	Key raw material suppliers	14 companies (out of 14)
FY2023	Suppliers and distributors of oil and fat raw materials, the main raw materials for surfactant products	51 companies (out of 67)

In the FY2023 survey, four companies had problems with addressing human rights issues. We will promote understanding of respect for human rights by explaining our Sustainable Procurement Guidelines, and conduct a follow-up review one year later. In FY2024, we will conduct a survey of inorganic raw material suppliers.

WEB Sustainable Procurement Guidelines >

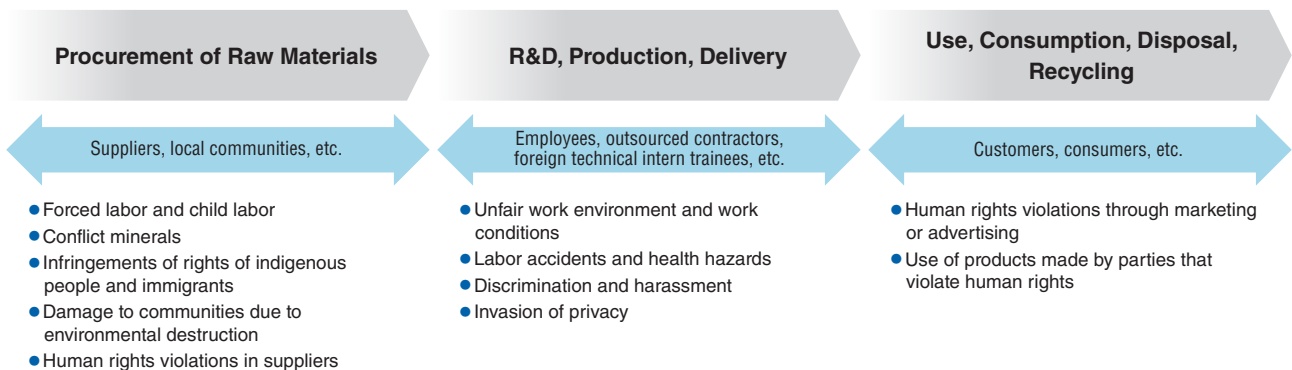
Harassment whistleblowing/consultation services

We provide consultation services for sexual harassment, maternity harassment, and LGBTQ issues at two external institutions in addition to internal whistleblowing contact points. We investigated the facts with the utmost care to ensure that whistleblowers would not be disadvantaged. When a problem was identified, we provided guidance and education to the persons involved.

Harassment whistleblowing/consultation services

- Compliance hotline
Director of the Internal Audit Office (internal) / Corporate lawyer (external)
- Harassment consultation desks
Personnel Dept. (internal) / Outside specialized institutions (external)

Human rights issues in the supply chain



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