

Respect for Human Rights

Sumitomo Chemical regards respect for human rights as part of the foundation for business continuation. We are continuing to make a Group-wide effort to address this as a material issue to be addressed as management priorities, and provide disclosures on our measures and progress. In 2019, Sumitomo Chemical formulated the Sumitomo Chemical Group Human Rights Policy, based on the United Nations Guiding Principles on Business and Human Rights (UNGPs) At the same time, we established the Human Rights Promotion Committee, a committee tasked with promoting our human rights initiatives. Since then, under the initiative of the Committee, the entire Group has been working together to promote efforts to respect human rights throughout the value chain.

-  **Respect for Human Rights (Sustainability Report)**
-  **Sumitomo Chemical Group Human Rights Policy (Sustainability Report)**

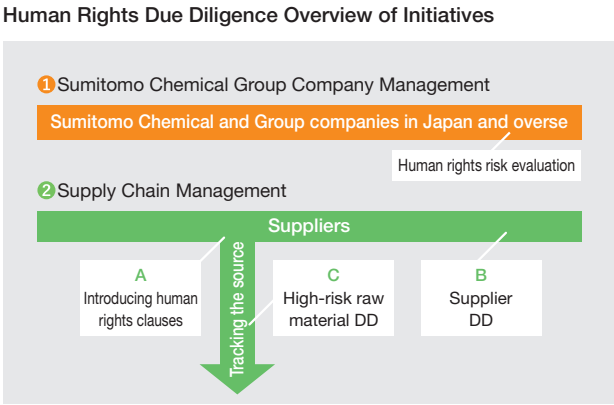
Management System

Sumitomo Chemical has established the Human Rights Promotion Committee as its organization for promoting activities in compliance with the Human Rights Policy. In order to plan and implement measures to respect human rights across the entire value chain, this committee consists of members from a broad range of related departments and functions. The senior executive officer in charge of corporate departments serves as chair, while from the business sectors, executive officers in charge of the Planning & Coordination Offices of their respective departments participate as committee members.



Human Rights Due Diligence

With the aim of promoting respect for human rights in its business activities, the Sumitomo Chemical Group has established a system for human rights due diligence in accordance with (UNGPs) Human rights due diligence is an initiative to identify, mitigate, and prevent human rights risks for each of the ① Sumitomo Chemical Group and ② supply chain. (① Sumitomo Chemical Group Company management and ② supply chain management) Furthermore, in ② supply chain management, we track suppliers of raw materials that have a high risk of having a negative impact on human rights (high-risk raw materials) down to their sources.



Grievance Mechanisms

We have grievance mechanisms in place in the form of the Speak-Up System (whistle-blowing channels) in order to address concerns about activities that may adversely impact human rights or any other concerns raised about our business activities. These channels are available for anyone involved in Sumitomo Chemical Group's business activities, including their business partners as well as Sumitomo Chemical Group Personnel and their families.

Major Initiatives

Sumitomo Chemical and Group companies in Japan and overseas

① Sumitomo Chemical Group Company Management

Group Company Risk Evaluation

Based on our risk approach policy, we are undertaking an overview of human rights due diligence over the past three years.

FY2022	• Human rights risk evaluations (risk mapping) conducted by external specialists
FY2023	• Conducted written surveys and detailed surveys of Group companies thought to have relatively high levels of risk in the human rights risk evaluations (risk mapping) conducted in fiscal 2022
FY2024	• Regarding written survey responses that indicate concerns about human rights violations, we confirmed actual conditions at each company • Studied and implemented countermeasures for matters pointed out in detailed surveys conducted by external specialists

Results of the three-year evaluation

In the human rights due diligence conducted from FY2022 to FY2024, the Group companies that underwent written and detailed surveys were taking measures in compliance with the laws and regulations of the countries in which they operate, and no major risks were found that would be in conflict with international norms such as the International Labour Organization (ILO) Core Labour Standards. We will continue to conduct human rights risk evaluations for the Company and Group companies in Japan and overseas, as it is important to regularly conduct risk evaluations in response to changes in social conditions.

Suppliers

② Supply Chain Management

A. Introducing Human Rights Clauses into Contracts

We have formulated contract clauses that request understanding and cooperation with our efforts to respect human rights, and included them in our contracts with our business partners, including raw material suppliers, materials and equipment suppliers, logistics providers, and contract manufacturers. We will also respond in line with the procedures defined in these human rights provisions when negative impacts on human rights occur in our supply chain, or under the apprehension that such an impact has occurred.

B. Supplier Due Diligence

To accurately recognize the status of risks in the supply chain, we send the Sumitomo Chemical Group Supplier Code of Conduct to our major business partners, collect the Sumitomo Chemical Group Sustainable Procurement Check Sheets filled out by each company, and confirm the status of initiatives. Furthermore, from fiscal 2021, we are conducting detailed investigations of our major business partners using questionnaires specialized for human rights (the human rights questionnaire). By analyzing the responses and taking improvement measures as necessary, we have been broadly promoting sustainable procurement throughout our supply chain.

C. Hi-risk Raw Material Due Diligence

In line with the Sumitomo Chemical Group Policy for Responsible Procurement of Minerals/Raw Materials formulated in 2020, we conduct surveys at our Group companies in Japan on the use of raw materials that have a high risk of having a negative impact on human rights (high-risk raw materials). We do this in order to prioritize due diligence on their suppliers. For business partners that handle high-risk raw materials, we request reports based on the RMI* and steadily promote risk assessments.

※Responsible Minerals Initiative