

November 20, 2020

## **The Toyobo Group’s Human Rights Policy compiled**

Toyobo Co., Ltd. compiled “The Toyobo Group’s Human Rights Policy” dated October 26, based on the United Nations Guiding Principles on Business and Human Rights. Toyobo will contribute to the realization of a sustainable society by promoting business management in Japan and abroad that duly respects human rights.

In January 2020, Toyobo signed the UN Global Compact, as it fully agrees with the initiative’s principles for human rights protection.\* The Toyobo Group’s Charter of Corporate Behavior and Employee Code of Conduct mandate respect for human rights and diversity. Under the new policy, Toyobo established new guidelines in line with global requirements, such as supporting and declaring its respect for international standards for human rights, the International Bill of Human Rights, for instance.

The Toyobo Group aims to be a group that “will continue to create the solutions needed by people and the earth with materials and science.” Respect for human rights is an indispensable element for attaining this goal. The Group sets respect for human rights as one of the basic preconditions to materiality when it identified materiality in May 2020. Under the new policy, Toyobo aims to be a company widely trusted by society through the implementation of measures, as a good member of society, to respect the basic human rights of all its stakeholders.

\* According to Toyobo’s press release dated January 28, 2020

### Contents of “The Toyobo Group’s Human Rights Policy”

1. Compliance with laws, regulations, and norms concerning respect for human rights
2. Duty to respect human rights in all business activities
3. Practicing human rights due diligence
4. Correction and relief
5. Cooperation and dialogue with stakeholders
6. Education for officers and employees
7. Information disclosure
8. Selection of priority human rights issues

### Details of “The Toyobo Group’s Human Rights Policy”

[https://www.toyobo-global.com/sustainability/human\\_rights/](https://www.toyobo-global.com/sustainability/human_rights/)

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