

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 Global Compact Network Japan's CSR Procurement Self-Assessment Tool to understand human rights issues.

	Survey targets	Percentage of suppliers from which responses were obtained* [percentage of their purchase amount (%)]
FY2022	Key raw material suppliers	56%
FY2023	Suppliers and distributors of oil and fat raw materials, the main raw materials for surfactant products	9%
FY2024	Suppliers of key and mineral-based raw materials	74%

* Cumulative total from FY2022: 81%

Human rights issues in the supply chain



WEB Respect for Human Rights >

In FY2024, we conducted a survey of our suppliers of key and mineral-based raw materials.

Through the survey conducted based on these guidelines in FY2024 and the feedback we received, we promoted understanding of respect for human rights across the supply chain. We plan to complete the survey of almost all business partners by the end of FY2026.

WEB Sustainable Procurement Guidelines >

Harassment whistleblowing/consultation services

To make it easier for employees to seek advice regarding harassment and LGBTQ-related issues, we have set up consultation desks both inside and outside the company, separate from the 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/training to the persons involved.

Harassment whistleblowing/consultation services

● Compliance hotline

Senior Manager Internal Audit Office (internal) / Corporate lawyer (external)

● Harassment consultation desks

Personnel Dept. (internal) / Outside specialists (external)