

February 2024

## Human Impact Assessment in the Sri Lankan Tea Plantations (2<sup>nd</sup> Report)

We will provide an update on the progress of the Human Rights Impact Assessment (※1) in the Sri Lankan tea supply chain. A third-party organization conducted an on-site audit in November 2022 and issues were identified. Based on our response policy (※2), we worked collaboratively with our primary and secondary suppliers to address the issues. In November 2023, audit personnel from Kirin's procurement department conducted a follow-up on-site audit and confirmed that the issues had been resolved.

※1 HRIA : Human Rights Impact Assessment

※2 Issues : work rules, labor contracts, wages, and work safety.

※3 Response Policy : [Response policy for on-site audits of human right due diligence for suppliers](#)

### 1. Conclusions and Recommendations

Based on our response policy, we prioritized the identified issues, and through discussions with our primary and secondary suppliers, we developed conclusions and requested corrective action. After developing a corrective action plan with our primary supplier, we conducted regular progress checks. In November, audit personnel from Kirin's procurement department visited the tea plantation with the primary and secondary suppliers to conduct a follow-up audit. As a result, we confirmed that the identified issues regarding employment rules, labor contracts, wages, and work safety have been corrected.

### 2. Monitoring and Evaluation

To prevent recurrence, we will establish a monitoring system through our primary supplier and conduct regular checks. The progress will be disclosed in the next report.



Installation of emergency lighting equipment



Operation of Complaints and Suggestions Box