

Kirin Group Sustainable Supplier Code Check List

The Company will endeavor to comply with the following and confirm that there is no discrepancy in the answers.

No.	Category	Question	Answer	Remark *If this is not applicable due to the nature of your business, please select "No" and provide the reason why not.	
1	Safety and Security	Initiatives for Quality Management Systems The Company establishes and operates quality management systems that incorporate the thinking of international standards (e.g., ISO9001, FSSC22000, GMP).		(If answer is "No")	
		Quality and Safety of Products The Company places the highest priority on ensuring safety at all stages from procurement of raw materials to research, development, manufacture, distribution, and post-sale of goods and products, the Company ensures that scientific data are handled appropriately and rigorously, and guarantees that they meet safety standards established by national laws and regulations, as well as the standards required by Kirin Group companies.		(If answer is "No")	
		Stable procurement of raw materials The Company identifies internal and upstream supply chains and identifies and responds to hazards and supply disruption risks in the supply chain.		(If answer is "No")	
2	Human Rights	Child Labor (including youth employment) *Unless domestic law allows exceptions, in accordance with ILO Conventions No. 138 and No. 182 The Company commits not to employ children under the minimum age of employment (15 years of age, or 14 years of age in some developing countries) and not to make children under 18 years of age work in ways that would impair their physical and mental development.		(If answer is "No")	
		Forced Labor *In accordance with ILO Conventions No. 29 and No. 105 The Company employs all workers by agreement made of their own free will and under documented conditions of employment. The Company engages in withholding or non-payment of wages or makes workers engage in forced or compulsory labor, bonded labor, or prison labor. The Company gives their workers the right to quit their jobs of their own free will and are able to end their employment if they give appropriate notice. The company gives their workers the right to retain identification documents, such as passports, as required by law, in order to exercise their right to freely resign or relocate. The company allows workers to use their provided accommodation facilities at their discretion.		(If answer is "No")	
					(If answer is "No")
					(If answer is "No")
				(If answer is "No")	
		Freedom of Association and the Right to Collective Bargaining The Company respects freedom of association and the right to collective bargaining in accordance with domestic labor laws and regulations (or, if none exist, the provisions of the ILO). The Company does not retaliate against, threaten, or discriminate against union members or their representatives. Where local legislation does not allow association or collective bargaining, the Company facilitates councils and other bodies that enable equivalent activities.		(If answer is "No")	
		Fair and Equal Treatment *In accordance with ILO Convention No. 111 The Company commits not to discriminate in terms of recruitment and employment on the basis of race, color of the skin, ethnicity, nationality, social status, family origin, sex, presence or absence of disability, health status, thought or beliefs, sexual orientation or gender identity, or differences in occupation or employment status, and strives to achieve equality of opportunity and treatment and treat employees with dignity and respect.		(If answer is "No")	
		Humane Treatment / Harassment The Company respects the human rights of employees and prohibit all forms of harassment, including sexual harassment and abuse of power, as well as cruel and inhumane treatment, including physical abuse and corporal punishment.		(If answer is "No")	
		Working Hours and Holidays The Company guarantees that employees engage in work and take breaks, leave, and holidays in accordance with relevant laws, regulations, and industry standards. In the absence of applicable labor laws, the Company does not demand that employees work more than 60 hours per week and shall grant them at least one (1) day off after working for six (6) days continuously. Overtime work is always conducted under the agreement of both labor and management, and additional wages are paid.		(If answer is "No")	
					(If answer is "No")
		Wages and Allowances The Company ensures wages that meet or exceed minimum standards in individual countries. The Company also pays overtime and other allowances, including legal benefits, and does not reduce wages in violation of labor laws and regulations. The Company issues pay slips that clearly indicate the details of wages, including deductions, to the workers, and all wages are paid in full directly to the workers within the specified timeframe.		(If answer is "No")	
		Rights of the Vulnerable People The Company promotes initiatives that respect rights, such as equal pay for equal work, equal opportunities, and the elimination of health and safety risks specific to women		(If answer is "No")	
		Land Rights When acquiring land and utilizing water sources, agreement formation is based on voluntary and informed consent from the local community, with sufficient and prior information.		(If answer is "No")	
Establishment of grievance mechanism The Company provides the right to remedy for all stakeholders, including employees, contract workers, subcontractors, he company's supply chain, and local residents, through an easily accessible and reliable fair complaint handling process.		(If answer is "No")			
3	Occupational Safety and Health	Provision of Safe Working Environment The Company assesses risks regularly to workplace safety and ensure safety through appropriate design, technology, and management measures. The Company identifies the conditions under which employees are exposed to harmful organisms and chemical substances, as well as to noise and offensive odors in the workplace, and takes appropriate countermeasures. At a minimum, drinkable water, adequate lighting, temperature, ventilation, sanitary facilities equipped with running water and soap, hygiene, and personal protective equipment are provided together with properly equipped workstations.		(If answer is "No")	
					(If answer is "No")
					(If answer is "No")
		Housing Conditions and Respect for Privacy Housing and dormitory facilities provided to employees are built and maintained in accordance with the standards set out in relevant laws and regulations. Housing and dormitory facilities provided to employees are ensuring a safe, hygienic environment and privacy.		(If answer is "No")	
		(If answer is "No")			
Disaster Prevention Management To protect the safety of life and body, the Company prepares emergency response measures on the premise of possible disasters, accidents and infectious diseases and ensures that all employees are aware of them.		(If answer is "No")			
4	Environment	Protect and Regenerate Environment The Company obtains and maintains all necessary permits and registrations, and ensure compliance at all times with reporting guidelines, in order to protect the environment, nature, and biodiversity.		(If answer is "No")	
		Initiatives for Environmental Management Systems The Company establishes document and operates environmental management systems based on international standards (e.g., ISO14001).		(If answer is "No")	
		Sustainable Use of Biological Resources The Company sets goals for sustainable utilization of biological resources and striving to expand and utilize sustainable agriculture and forestry, among others.		(If answer is "No")	
		Sustainable Use of Water Resources The Company sets goals and strives to achieve sustainable water use, including water conservation in manufacturing and production.		(If answer is "No")	
		Sustainable Use of Containers and Packaging Resources The Company strives to reduce environmental impact by using sustainable materials, high recyclability, and low LCA container packaging.		(If answer is "No")	
		Response to Climate Change The Company sets company-wide greenhouse gas reduction targets based on internationally recognized target levels (e.g. SBTi) and strives to understand and reduce greenhouse gas emissions from itself and its related supply chains upstream.		(If answer is "No")	
Contamination Prevention and Waste Reduction To prevent the pollution of water, soil, oceans, air, etc. and health damages, and to minimize waste products, wastewater, and gas emissions, the Company takes appropriate measures and treat and disposes of them appropriately in accordance with laws and regulations.		(If answer is "No")			
5	Business Integrity	CSR Organizational Governance / Prevention and Early Detection of Dishonesty The Company establishes systems to promote company-wide CSR. The Company implements preventive actions against dishonesty and establishes systems for the early detection of and response to dishonesty.		(If answer is "No")	
		Corruption The Company commits to prevent any acts of abuse of authority, whether direct or indirect, in order to obtain illegal profits (such as bribery, facilitation payments for illicit gains, excessive entertainment or acceptance of gifts, embezzlement through rebates or kickbacks, fraudulent competition through collusion or nepotism, extortion, fraud, money laundering, tax evasion, etc.).		(If answer is "No")	
		Gifts and Entertainment The Company is commits to avoiding engaging in excessive entertainment, gift-giving, or the provision and receipt of benefit in relationships with stakeholders including the Kirin Group.		(If answer is "No")	
		Conflict of Interest The company has a policy for dealing with conflicts of interest between one's own officers/employees and officers/employees of business partners.		(If answer is "No")	
		Fair Competition The Company engages in fair, equitable, transparent, and free competition.		(If answer is "No")	
		Disclosure of Records and Information All transactions are conducted with transparency, in compliance with applicable laws and regulations, and accurately recorded and updated. The company actively provides information and disclosure to stakeholders, regardless of whether it is required by laws and regulations.		(If answer is "No")	
		Protection of Information Property and Respect for Intellectual Property The company complies with the requirements of applicable data privacy laws and regulations, and appropriately manages and protects the personal and confidential information of customers, third parties, and its own employees. The Company uses its own intellectual property appropriately and respects and not infringe on the intellectual property rights of Kirin Group and other companies.		(If answer is "No")	
6	Responsible Drinking	Make steady progress toward eradicating the harmful use of alcohol The Company practices proper drinking practices such as prevention of drunk driving accidents, and prevention of drinking by those under 20 years old and pregnant and nursing women.		(If answer is "No")	

Day Month, Year

Name of Company

Company's Business Registration/Statutory ID/Code/Number

Name and Title of Compiler

Name and Title of Approver

Please submit this form with the approval of the department head.

Version3 : February, 2024