

Press Release

March 25, 2024  
Calbee, Inc.

## Calbee Establishes Calbee Group Human Rights Policy and Signs UN Global Compact

Calbee, Inc. (headquartered in Chiyoda-ku, Tokyo; Makoto Ehara, Representative Director, President & CEO) (“Calbee”) is pleased to announce the establishment of the Calbee Group Human Rights Policy in March 2024, followed by signing of the UN Global Compact\* advocated by the United Nations.

\* The UN Global Compact is a worldwide framework encouraging companies and organizations to act as good corporate citizens and achieve sustainable growth by exercising responsible and innovative leadership. Signatories to the UN Global Compact commit to upholding 10 principles in four areas (human rights, labor, the environment, and anti-corruption), and to strive for sustainability, guided by the dedication of their chief executives.

Calbee has recently established the Calbee Group Human Rights Policy in line with the UN Guiding Principles on Business and Human Rights. This Policy not only applies to all officers and employees of the Calbee Group, but also aims to encourage our business partners to collaborate with us on efforts to respect human rights.

[Human Rights Policy] [https://www.calbee.co.jp/sustainability/en/policy/pdf/human\\_rights\\_policy.pdf](https://www.calbee.co.jp/sustainability/en/policy/pdf/human_rights_policy.pdf)

Following the establishment of the Human Rights Policy, we have signed the UN Global Compact, as advocated by the United Nations, and joined Global Compact Network Japan. This network consists of Japanese companies and organizations that are signatories of the UN Global Compact. We are committed to continuing voluntary initiatives to fulfill our corporate social responsibility and achieve sustainable growth.

[UN Global Compact] <https://unglobalcompact.org/what-is-gc/mission/principles#>

The Calbee Group is as dedicated as ever to further accelerating its efforts to uphold human rights, and to collaborating with stakeholders in practicing sustainability management that creates new value.

### [About the Calbee Group ]

Since 1949, we embrace a corporate philosophy of “harnessing nature's gifts, bringing taste and fun, and contributing to healthy lifestyles.” As a company that provides essential goods, the Calbee Group is placing sustainability at the core of our management and creating the future of food by solving social issues through its corporate activities. (<https://www.calbee.co.jp/en/>)