Calbee Group Human Rights Policy

The Calbee Group[1] upholds the "Calbee Group Code of Conduct" based on the corporate philosophy, which states, "We are committed to harnessing nature's gifts, to bringing taste and fun, and to contributing to healthy life styles." We strive to achieve a sustainable society through co-creation with stakeholders, bringing new value derived from nature's gifts. We acknowledge potential for direct or indirect impacts on human rights in all business activities within our value chain. With the goal of ensuring the human rights for all people involved in our business, we hereby establish the "Calbee Group Human Rights Policy" (hereinafter referred to as "the Policy").

1. Basic Principles

We position the United Nations Guiding Principles on Business and Human Rights as the fundamental framework for respecting human rights. In addition, we endorse and respect the following international principles and standards:

- International Bill of Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- The Ten Principles of the UN Global Compact
- Children's Rights and Business Principles

2. Scope of Application

The Policy applies to all executives and employees of the Calbee Group. We also encourage our business partners to collaborate with us in promoting efforts to respect human rights.

3. Responsibility to Respect Human Rights

We strive to ensure that we do not directly or indirectly violate the human rights of all people involved in our business activities. If it is certain that our business activities have caused or contributed to adverse impacts on human rights, we are committed to taking appropriate measures to engage in the remediation.

4. Salient Issues related to Human Rights Initiatives

We recognize and address the following salient human rights issues for the Calbee Group:

(1) Discrimination and Harassment:
We do not tolerate discrimination based on race, ethnicity, nationality, religion, creed, place of origin, gender, age, disability, sexual orientation, gender identity, etc., or any form of harassment, towards any stakeholders.

(2) Forced Labor and Child Labor:
We do not tolerate forced labor, child labor, and any other unfair labor practices.

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[1] "The Calbee Group" refers to Calbee, Inc. and its consolidated subsidiaries collectively.

(3) Excessive or Unreasonable Working Hours:
We comply with international standards on working hours and adhere to all applicable laws and regulations regarding working hours in the countries and regions where we operate.

(4) Occupational Health and Safety:
We ensure a safe and healthy work environment in accordance with laws and regulations related to occupational health and safety.

(5) Freedom of Association and Right to Collective Bargaining:
We respect the fundamental rights of employees concerning freedom of association and collective bargaining.

5. Commitment to Respect for Human Rights

(1) Human Rights Due Diligence
Based on the UN Guiding Principles on Business and Human Rights, we establish a human rights due diligence system to prevent and mitigate adverse impacts on human rights.

(2) Grievance Mechanism and Remedy
We establish and operate an effective grievance mechanism to enable individuals whose human rights haven been adversely impacted to report and seek consultation, thereby taking remedy measures.

(3) Dialogue and Consultation with Stakeholders
Upon the implementation of the Policy, we engage in dialogue and consultation with stakeholders on a continuous basis.

(4) Education and Awareness Raising
To incorporate the Policy into all our business activities, we provide education to our executives and employees. Additionally, we conduct awareness-raising programs on the Policy for our business partners.

(5) Monitoring and Disclosure
We continuously monitor the status of our efforts in respecting human rights, strive for improvement, and disclose information through communication channels such as our website.

6. Human Rights Governance

To implement the Policy, we establish a cross-functional team within the Calbee Group and appoint a person responsible for the execution. We pursue initiatives in respecting human rights under the supervision of the Board of Directors.

March 25, 2024
Calbee, Inc.
Representative Director, President & CEO
Makoto Ehara



The policy has been approved by the Board of Directors of Calbee, Inc.