

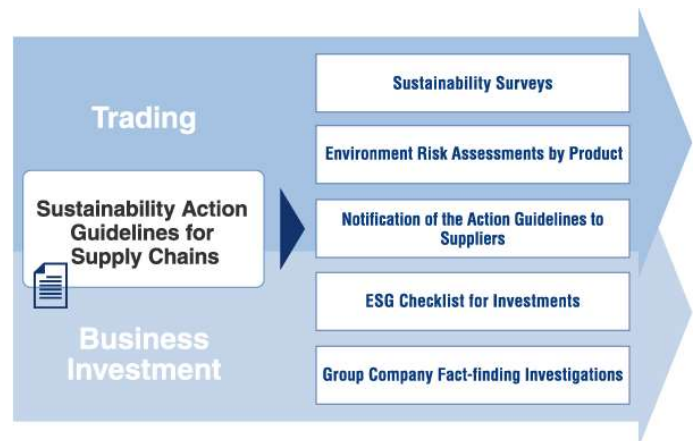
Policy and Basic Concept

Supply Chains

ITOCHU also gives consideration to human rights, labor and the environment in our supply chain and business investments. We do this through sustainability management tailored to each business activity. Through this, we have built a sustainable value chain. This is leading to an improvement in the competitiveness and corporate value of the ITOCHU Group.

Notifying Suppliers of the Sustainability Action Guidelines for Supply Chains

We believe it is important to acquire understanding and cooperation from our suppliers for our procurement policies. Accordingly, we once again notified approximately 4,000 suppliers engaged in ongoing business of the ITOCHU Sustainability Action Guidelines for Supply Chains in FYE 2014. We also stipulated that new suppliers must be notified of these guidelines in advance when engaging in business with us from January 2015. We are promoting on our sustainability policy in this way.



Sustainability Action Guidelines for Supply Chains

ITOCHU adopted the "Sustainability Action Guidelines for Supply Chains" to clarify and communicate the sustainability concerns we expect our suppliers to address. We will take the necessary measures to communicate and cooperate with our suppliers to ensure responsible management of the following items.

Suppliers shall comply as follows;

1. Abuse and Harassment

Respect the human rights of all of its employees and not engage in inhumane treatment, including discrimination, harassment, abuse and corporal punishment.

2. Forced Labor and Child Labor

Prohibit forced labor or child labor including the employment of children under the minimum working age.

3. Discrimination

Prohibit employment discrimination based on characteristics including but not limited to gender, race, and religion.

4. Suitable Remuneration

Comply with statutory minimum wages, strive to exceed living wages, and not unjustly reduce wages.

5. Freedom of Association and Collective Bargaining

Respect the freedom of association and right to collective bargaining of its employees and ensure that labor-management discussions on working conditions and environment are held, as appropriate.

6. Working Hours

Comply with statutory working hour restrictions. Properly manage its employees' working hours, provide holidays and paid leave as necessary and strictly prohibit excessive overtime work.

7. Safe and Healthy Working Environments

Take necessary measures to provide a safe, hygienic and healthy working environment to its employees.

8. Environment

Consider potential and existing impacts on local communities and the environment with regards to its business activities – such as impacts on nearby biodiverse habitats or pollution of the local ecosystem. Take the necessary measures to reduce its consumption of energy, water and other natural resources, as well as its emissions of greenhouse gases and waste.

9. Anti-Corruption

Comply with all applicable local and international laws and regulations. Ensure its compliance with fair business practices and anti-corruption.

10. Information Disclosure

Disclose information on all items listed above in a timely and appropriate manner.

Established in April 2009

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