

Society

Human Rights Policy

Respect and consideration for human rights is an important issue for ITOCHU as we deploy our business activities in various regions around the world.

At the ITOCHU Europe Bloc, we will fulfil our responsibility to respect human rights in accordance with the "ITOCHU Group Human Rights Policy" established based on the Corporate Mission, Code of Ethical Conduct, and The Basic Policy on Promotion of Sustainability.

ITOCHU Group Human Rights Policy

The ITOCHU Group has adopted the "ITOCHU Group Human Rights Policy" (hereinafter "the Policy"), drafted based on our Corporate Mission, Code of Ethical Conduct, and The Basic Policy on Promotion of Sustainability. This Policy iterates our commitment to respect the human rights of our stakeholders and address negative impacts that may arise from our business activities.

1. Policy Scope and Our Expectations Toward Business Partners

This Policy applies to all worldwide executives and employees of the ITOCHU Group, including contractors and temporary employees. The ITOCHU Group also expects business partners and other relevant stakeholders to comply with this Policy.

2. Endorsement of International Agreement

The ITOCHU Group supports international agreements on human rights, including the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact, which we have been a signatory to since 2009. We will also implement measures aligning to the United Nations Guiding Principles on Business and Human Rights.

3. Legal Compliance and Respect for Internationally Recognized Human Rights

The ITOCHU Group will comply with the laws and regulations in the respective countries and regions where we perform our business activities in addition to Japan. If there is a contradiction between internationally recognized human rights and the laws and ordinances of a country or region, we will pursue a method to maximize respect for international human rights principles.

4. Management Approach

The ITOCHU Group will build structures to realize this Policy. The Sustainability Officer will bear the responsibility to oversee the compliance and implementation situation of this Policy.

5. Human Rights Due Diligence

Based on the United Nations Guiding Principles on Business and Human Rights, the ITOCHU Group will implement human rights due diligence in order to identify, prevent and mitigate negative impacts on human rights and fulfill our commitment to accountability.

6. Remedy and Rectification

If the business activities of the ITOCHU Group induce a negative impact on human rights or if involvement in such becomes clear, we will strive to remedy and rectify that through appropriate procedures and dialogue.

7. Dialogue and Consultations

The ITOCHU Group will leverage external human rights expertise in its implementation of human rights due diligence and will engage in dialogues and consultations with our stakeholders – especially those potentially subject to adverse impacts from our business activities.

8. Education and Awareness

The ITOCHU Group will provide appropriate education to all executives and employees (including contractors and temporary employees) and strive to raise human rights awareness in order to incorporate and implement this Policy in our business activities.

9. Communication on this Policy and Our Relevant Initiatives

This Policy will be approved by senior executive in charge of sustainability and be reported to our Board of Directors and we will widely publish it to the public. We will also report on our human rights initiatives based on this Policy on the ITOCHU website and in our ESG Report.

April 2021

Takanori Morita

Chief Executive for Europe & CIS Bloc
CEO, ITOCHU Europe PLC

Sustainability in Our Supply Chain

ITOCHU Europe PLC also gives consideration to human rights, labour 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.

Sustainability Action Guidelines for Supply Chains

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

1. Suppliers shall respect the human rights of all of its employees and shall not engage in inhumane treatments, including discrimination, harassment, abuse and corporal punishment.
2. Suppliers shall not engage in forced labour or child labour and must prohibit the employment of children under the minimum working age.

- 3.** Suppliers shall not engage in employment discrimination based on characteristics including but not limited to gender, race, and religion.
- 4.** Suppliers shall comply with statutory minimum wages and aim to exceed living wages. Also, suppliers shall not conduct unjust wage reductions.
- 5.** Suppliers shall respect the freedom of association and right to collective bargaining of its employees and ensure that labour-management discussions on working conditions and environment are held, as appropriate.
- 6.** Suppliers shall comply with statutory working hour restrictions. Suppliers shall also appropriately manage its employees' working hours and provide holidays and paid leaves as necessary. Finally, suppliers shall strictly prohibit excessive overtime work.
- 7.** Suppliers shall take necessary measures to provide a safe, hygienic and healthy working environment to its employees.
- 8.** With regards to its business activities, suppliers shall consider potential and existing impacts on local communities and the environment – such as impacts on nearby biodiverse habitats or pollution of the local ecosystem. Suppliers shall also take necessary measures to reduce its consumption of energy, water and other natural resources, as well as its emissions of greenhouse gases and waste.
- 9.** Suppliers shall comply with all applicable local and international laws and regulations. Suppliers shall also ensure its compliance to fair business practices and anti-corruption.
- 10.** Suppliers shall disclose information on all items listed above in a timely and appropriate manner.

MODERN SLAVERY

At ITOCHU Europe PLC, we are serious about addressing human rights issues, including modern slavery and human trafficking.

Please refer to our statements for further information.

[Statement 2020.pdf](#)

[Statement 2019.pdf](#)

[Statement 2018.pdf](#)

[Statement 2017.pdf](#)

[Statement 2016.pdf](#)

ITOCHU Europe's Business Initiatives for Inclusive Society

We engage in businesses that are projected have sustainable growth from a business perspective and are projected to contribute to "healthier and more enriched lifestyle" as stipulated in the Material Issues. In doing so we employ a mid-to-long-term perspective in our business outlook with the intention of raising quality of life for all people, we help make healthy, bountiful living possible.



Strategic Investment in Winch Energy
Promoting Development of Non-
Electrified Regions



Dole Pineapple Production Business
in the Republic of Sierra Leone

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