

Mitsubishi Gas Chemical Group Human Rights Principle

Mitsubishi Gas Chemical Company, Inc. (MGC) and its Group companies (the MGC Group), in accordance with their mission of “creating value to share with society,” will aim to create common value, including not only economic but also social value, and realize sustained growth.

Here, we stipulate the MGC Group’s Human Rights Principle (hereafter, the Principle) to assume responsibility for respecting the human rights of all people affected by the Group’s business activities.

1. Our Human Rights Philosophy

The MGC Group exists as a corporate member of society, supported by a range of stakeholders, including customers, local communities, and employees.

Throughout our operations, we embrace our social responsibilities as a corporation, clearly recognizing that our activities can affect human rights.

The MGC Group respects the personalities and human rights of every individual and never discriminates against people based on their origin, nationality, race, ethnicity, philosophy, creed, religion, gender, sexual identity, age, disability, education, language, economic background or political affiliation, for any reason.

2. Those Subject to the Principle

All officers, employees and temporary workers, etc. of the MGC Group are subject to the Principle. We expect and encourage all business parties, etc. affected by MGC operations to support the Principle as well.

3. Principles Forming the Basis of the Principle

The MGC Group supports and honors the United Nations International Bill of Human Rights (the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights), which stipulates basic human rights, as well as the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, which stipulates the basic rights of people at work*, and another international code on human rights, the OECD Principle for Multinational Enterprises.

It also supports and honors the Ten Principles of the United Nations Global Compact as a signatory company.

We in the MGC Group strictly observe the laws of all countries and regions in which our companies operate. Where these laws conflict with international regulations, we choose to give preference to internationally approved human rights principles.

*The subjects of our support and honors include five core labour standards: 1) freedom of association and the effective recognition of the right to collective bargaining, 2) the elimination of all forms of forced or compulsory labour, 3) the effective abolition of child labour, 4) the elimination of discrimination in respect of employment and occupation, and 5) a safe and healthy working environment.

4. Human Rights Due Diligence

The MGC Group has created its due diligence system based on the United Nations Guiding Principles on Business and Human Rights to identify and prevent or reduce any negative effects on the human rights of those affected by the Group's operations.

5. Education and Training

The MGC Group appropriately educates and trains its officers, employees and temporary workers, etc. so they will integrate the Principle into all Group operations and follow through on them effectively while promoting understanding of the Principle among business parties, etc. affected by the Group's operations.

6. Handling Complaints and Relief Measures

The MGC Group works to provide appropriate relief measures if it becomes evident that its businesses, products or services have had or promoted negative effects on the human rights of those affected.

We set up consultation desks inside and outside the Group to quickly detect and address any negative effects on human rights that the Group may have caused or could possibly cause. These desks are open to all MGC Group stakeholders, including its officers, employees, temporary workers, etc. and their family members; business partners; and customers, for reporting and consultation.

Any report or complaint brought forward will be handled in strict confidence, and no one will be treated unjustly for using the consultation desks.

7. Information Disclosure and Communication

The MGC Group acknowledges the results of its efforts related to human rights and regularly discloses them via its website, integrated reports and other publications.

It meets with stakeholders for dialogue and discussion as needed to promote understanding of human rights issues, improve related situations and resolve any problems.

Record of Revision

1. Effective October 17, 2023