	Supplier profile		Company name	
		4	Industry	
		4		
		-	Number of employees Total number of employees	
			Regular(*6)	
			Non-regular(*7)	
			Number of foreign workers (by nationality)Exclude Seconded Employees	
		-	Purson making entries	
		6	Have you acquired ISO 9001 certification?	
		8		
		1	CSR report URL	
	A. Assessment in third-party initiatives			Answer
	A1. [Do you have audit assessment results?]	A1	Do you have results of assessment under a PSCI, TFS, Ecovadis, SMETA audit or RBA audit initiative (*1)?	
			<ol> <li>Yes (Phase attach the results of assessment)</li> </ol>	
			(2) No	
			[3] Undear	
SEKISUI CHEMICAL Group	If you attached assessment results in your aney	wer to A	1, you do not need to answer the following questions.	
Exidelines for Sustainable Procurament (Code of Conduct for Sumilars) 2. Respect for Human Rights	B. Human rights			Answer
(7) Prohibition of discrimination and provision of equal opportunities (applicable to GCSAQ II-2, III-		81-1	In recruitment at the place of business, are you sure that discriminatory notations are not included and do you state clearly that your company does not discriminate?	
<ol> <li>Do not discriminate in matters such as compensation, promotion or employment for reasons other</li> </ol>			[1] Yes	
than rational factors such as the ability and aptitude of the person (including discrimination on the			(2) No	
basis of race, nationality, gender, gender identity or gender orientation, age, ancestry, religion, ethnicity or migration, as well as discrimination against children, the elderly, persons with			(3) Undear	
disabilities, indigenous people, the poor, or people infected with HDV/ADDS, etc.). Provide equal opportunities for promotion and training after hiring.		81-2	Do you implement training for all employees on the prohibition of discrimination?	
		1	(1) Yes	
		1	(2) No	
	1	1	[3] Undear	
(8) Grievance mechanism and remedy concerning human rights and labor practices (Sekisui-specific	82. [Grievance processing and remedies]	82	Have you established a consultation service for employees?	
item)		1	[1] Yes	
		L	[2] No	
3. Labor Practices	C. Labor			Answer
(11) Prohibition of inhumane treatment (applicable to GCSAQ III-4) Respect the human rights of employees and prohibit inhumane treatment such as abuse, corporal	C1. [Prohibition of inhumane treatment]	C1	Do you implement measures (training, e-learning, establishment of contact points, etc.) for the prevention and handling of harassment, etc. (examples: sexual harassment, power harassment)?	
Respect the human rights of employees and prohibit inhumane treatment such as abuse, corporal punishment and harassment.		1	hardssment)? [1] Yes	
		1	(2) No	
			[3] Undear	
(12) Working conditions and social protection including migrant workers (related to 3-11 and 3-13,	C2. [Working conditions and social protection]	C2-1	When hiring employees through a mediation agency or a staffing agency, does the mediation agency or staffing agency charge a fee to the employee themselves?(*2)	
Selsui-specific Item) Treat migrant workers (foreign workers) fairly and provide transparent employment conditions as			[1] No	
well as favorable working conditions and living conditions.			(2) Yes	
			(3) Undear	
			[4] N/A	
		c2.2	Are all employees (including temporary workers and foreign workers) given notices of their work conditions (and employment contracts) prepared in a language they can understand?	
			The initial sector of the sect	
			(2) No	
			[2] No [3] Undear	
(13) Establish working conditions and provide a working environment from the viewpoint of decent	C3. [Appropriate working hours]	C2-1	[3] Uncear What is the average number of work hours per person per week over the past year?	
work (applicable to GCSAQ III-5, 6) In addition to complying with the statutory minimum wage and statutory or pre-agreed working	Do not exceed the weekly working hours established in local laws and regulation. In		[1] Less than 60 hours	
hours and vacation conditions of the country or region in which you operate, establish working	established in local laws and regulation. In addition, grant a minimum of one day off per		[2] 60 hours or more	
conditions and a working environment from the perspective of decent work.	weak.		Unclear (work hours are not recorded)	
		C3-2	Do you allow employees to take one day or 24 consecutive hours of time off in a seven-day period?	
			[1] Yes	
			[2] Not one day every seven days, but four days a month.	
			(3) No	
			[4] Undear	
	C4. [Appropriate wages and benefits]	C4	Do you provide notice in writing of working conditions (wages, work hours, holidays, etc.)?	
			[1] Yees	
	Pay wanes enual to or higher than the			
	Pay wages equal to or higher than the minimum wage required by local laws and regulations. In addition, do not reduce wages		[2] No	
	Pay wages equal to or higher than the minimum wage required by local laws and regulations. In addition, do not reduce wages unreasonably.		[3] Undear	
(14) Prohibition of fineed labor (applicable to CESA(8-7))	Pay wages equal to or higher than the minimum wage required by local laws and regulations. In addition, do not reduce wages	6	[3] Undiar Have you been able to realize decent work (*3) without employees working against their will or with their freedom to leave the company restricted, and without forced labor using unfair	
(14) Prohibition of forced labor (applicable to CCSAQE-7) Do not make employees work agained their will or empage in work that restricts their feedom to keep their jobs. In action, do not revent of these labor using unreasonable means of restrict.	Pay wages equal to or higher than the minimum wage required by local laws and regulations. In addition, do not reduce wages unreasonably.	cs	[3] Undear	
(10) Prohibitors of ferral later (applicable to COSQE-7) Do not make employees not against their all or engage in work that staticts thair feedom to later that yots, it address, do not resert to force later using unsearchabe mans of reduced.	Pay wages equal to or higher than the minimum wage required by local laws and regulations. In addition, do not reduce wages unreasonably.	G	[3] Under Here you been able to realise decent work (*) without employees working against their will or with their freedom to leave the company restricted, and without forced labor using unfair manner of restricted?	
Do not make employees work against their will or engage in work that restricts their freedom to leave their jobs. In addition, do not resort to forced labor using unveasonable means of restraint.	Pay wages equal to or higher than the minimum wage required by local laws and regulations. In addition, do not reduce wages unreasonably.	cs	(2) Under How you have discont users (23) address working against their off or with their fination to leave the company restricted, and without forced labor using under manine of excluded? (2) No.	
Do not make employees work against their will or engage in work that restricts their freedom to leave their jobs. In addition, do not resort to forced labor using unveasonable means of restraint.	Pay wages equal to or higher than the minimum wage required by local laws and regulations. In addition, do not reduce wages unreasonably.	C5 C6-1	[3] Under Theorem Name Market and Anticent and (*2) without employees working against their will or with their freedom to leave the company restricted, and without forced later using under manual of ancient( [2] Yes	
Do not make employees work against their mill or engage in work that instructs their fendedn to leave their jobs. In addition, do not record to finced labor using uneasonable manus of netraint. [14] hrohibition of forward labor (applicable to \$C594(8-7)) Do not him children under the minimum working age prevaible by leas and regulations of each	Pay wages equal to or higher than the minimum wage required by focal laws and mgutations. In addition, do not reduce wages unnaisonably. CS. [Prohibition of forcad labor]	C5 C6-1	[3] Under Here yes ben able to runtile decart work (*) without employees working against their will or with their freedom to have the company restricted, and without forced labor using unfair means or networking?           [1] No           [2] Yes           [2] Water	
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Da nd make anti-place not A ganet the rule of angle in each flat acticat the freedom is taken the rule, its institute, the norm work is the rule of any origin of a set in a set of a	Per segle angle all or higher than the minimum ang municipation (and hand and minimum ang municipation) (and the segment of the segment of the segment measuredly, (b)	C6-2 C7 D1-1 D1-2 D1-3	III beside	Acener

4. Consideration of the Environment	E. The environment			Answer
(22) Compliance with environment-related laws and regulations (applicable to GCSAQ IV-1) In each country and region, comply with laws and regulations that have been established to solve	E1. [Compliance with environment-related laws and regulations]	E1	Do you have a mechanism to grasp environmental laws and regulations at all times, and do you handle the required notifications, applications for approval, etc., without omission?	
various environmental issues. In addition, establish and operate an environmental management system to meintain legal compliance and resolve environmental issues systematically.			[1] Yes	
ayanan to menteri nge comprete en recorre en recimentar secere ayan navany.			[2] No	
			[3] Undiar	
			[4] N/A	
(23) Management of cherrical substances (applicable to GCSAQ IV-2) Identify and manage substances that have an adverse effect on the human body and environment,	E2. [Management of chemical substances]	E2	Do you implement proper management of chemical substances and issue and update safety data sheets (SDS)?	
handle them safely and appropriately, and strive to minimize their release into the air and			[1] Yes	
wastewater (including the establishment of a chemical substance management system).			[2] No	
			[3] Undear	
			(4) N/A	
(26) Contribution to resource recycling (solving resource depletion issues) (applicable to GCSAQ IV- 3, 4, 6)	E3. [Resource saving and energy saving] Strive to save resources and energy in all work	E3	Do you implement initiatives to suppress the use of resources and energy in work processes?	
Strive to minimize the energy and resources you use. Contribute to the realization of a recycling-	processes.		[1] Yes	
oriented society by reducing the amount of waste discharged, reusing discharged waste and utilizing recycled materials. In addition, undertake waste management through activities such as identifying			[2] No	
the impact on the environment, measuring and recording pollution, and implementing pollution prevention measures when storing and disposing waste.			[3] Undiar	
prevencion measures when scoring and disposing waste.			[4] N/A	
	E4. [Management of wastewater, emissions into the atmosphere and waste]	E4	Do you manage emissions of water pollutants (BOD, COD, etc.), air pollutants (SOx, NOx, dust, etc.), waste, etc., and comply with laws and regulations?	
	Prevent the discharge of hazardous substances		[1] Yes	
	into the environment.		[2] No	
			[3] Urclear	
			[4] N/A	
5. Fair Corporate Activities	F. Ethics			Answer
(31) Prevention of comption (applicable to GCSAQ V-2, 3) Do not ensage in any and all corrupt acts including making illegal political contributions or bribery.	F1. [Prohibition of corruption, bribery, etc.] Do not commit any comunitants such as	F1	In the past three years, has your company provided tangible or intangible benefits to business partners, including public officials and the private sector, for unjustified purposes such as acquiring or maintaining business favors?	
Cooperate with government, relevant agencies and local governments, and respond to the requests	bribery, comption or coercion.		acquiring to maintaining dominant nervice.	
thereof in good faith and fairness when required. In addition, prevent the inappropriate exchange of mmfits with customers, atc., and maintain sound relationshins.			(2) No	
			(3) Undiaar	
(33) Fair corporate activities (applicable to GCSAQ V-4)	F2. [Prohibition of anticompetitive activities	F2	Do you implement training and other preventive measures so that the impediment of fair competition and the leakage of intellectual property and confidential information do not occur?	
Do not engage in any activity that interferes with the principles of competition, such as collusion or cartels, or behavior that arouses suspicion.	and prevention of information leakages] Manage business so that there are not acts		[1] Yini	
(36) Respect for intellectual property (applicable to GCSAQ V-6)	that denigrate your company or others.		(2) No	
Recognize the importance and respect the rights of intellectual property by refraining from any conduct that infringes these.			(3) Unclear	
(37) Create a mechanism to detect and prevent misconduct (applicable to GCSAD V-7)	F3. (Prevention and early detection of	F3	Lo you have a mechanism to protect whistlablowers?	
Always provide education for employees to ensure that they do not violate laws and regulations or	misconduct]	- 2	10 you nave a machaniam to protect winacabowers?	
act unethically. In addition, establish a system whereby employees who discover misconduct can engage in consultation and have their status and position protected.			(2) No	
			(2) ND	
6. Ensuring Excellent Quality and Safety	G. Quality and safety management		[3] troose	Answer
<ol> <li>Ensuring Excession Quarty and Salety</li> <li>(44) Nanaoement of chemical substances contained in products (applicable to GCSAD VI-2)</li> </ol>		61	Do you have systems and mechanisms (*5) for the management of contained chemical substances?	Answer
Appropriately manage chemical substances contained in products.	products]		uo you nave systems and mechanisms (*5) for the management of concarsed chemical subscarces / [1] Yes	
			(1) Yes	
			(2) No (3) Urblaar	
			(4) MA	
II Confirmation of the state of compliance		I	עאו לא)	Answer
Sikisui Chemical Group asks suppliers for confirmation of the state of compliance with this Code of	H1. [CSR management of suppliers]	Н1	Do you require suppliars to comply with the Sekisui Chemical "Supplier Code of Conduct" or equivalent rules?	
Conduct. This confirmation work also includes subcontractors.		1	(1) Yes	
			(2) No	
			(2) ND (3) Uhdear	
	1		[4] NUTRE	

\*1 PSCI, TPS, Ecovadis, SMETA audit, or RBA audit initiatives

\*2. First The ILO Declaration on fundamental Principles and Rights at Work" prohibits the charging of fees and express to workers. For reference, the ILO's "canned principles and sparational guidations for fair reconstruct and definition of inccultured fees and related costs" define reconstruct and plasament fees and related costs.

## \*3. Decent work

According to the ILO, decent work refers to works that are rewarding and humane, and more specifically, productive work for all, conditioned on freedom, fairness, security and human dignity.

4. Consideration for the handh and safety of young workers Pattors such as bring at the developmental darge and having suchfloart work sitils and experience can be mixed as risks specific to young workers. Safety hazard (campiles) Working at height, using despress machinery or tools, driving or indire, whiches, working maar whiches, using or working mare explosive materials or substances.

14. Spriteria and moderations for the nansingement of centralinal dustational aduations.
Reported the initial control aduation of dustrials dustational and their properties and registrate by an appropriate mobile. The includes the process of collecting and recording information states substances, such as their interflatation, characteristication of dustrials. The interface transmission of the interface transmission of dustrials and an end to appropriate mobile. The includes the process of collecting and recording information states substances, such as their identification, characteristication of dustrials. The interface transmission of the interface transmission of the interface transmission. The include leader that an end an end advanced and the appropriate mobile of the interface and use appropriate mobile of the interface appropriate particles explores, action of an exclude cost interface.
Real end endploy on mobile of the interface and use and use

\*6 Regular: Employees working under an employment contract with no set term. \*7 Non-regular: Employees working under an employment contract with a set term.