

## House Foods Group Material Partner Corporate Social Responsibility Guidelines

	Item	Details	Specific actions
1-1	Ensuring safety and security	Operating a quality management system	Creating and managing a quality management system.
1-2		Ensuring product safety	Our products should satisfy the safety standards stipulated in national laws and regulations as well as meet the requirements of the House Foods Group and our partners.
1-3		Providing accurate product and service information	We provide consumers and clients with accurate information about our products and services.
1-4		Stable supply of products	We prepare a business continuity plan (BCP) so that product supply can be maintained or swiftly restored even in the case of unforeseen circumstances.
2-1	Human rights, labor, safety, and health	Prohibition of forced and child labor	We do not impose any forced labor (incl. human trafficking), such that it goes against that person's will or limits their freedom to leave the job. We also do not employ children who have yet to reach the minimum legal age to work in that country.
2-2		Prohibition of discrimination, abuse, and harassment	We do not accept any form of employment discrimination or any excessive or inhumane treatment, such as abuse and various types of harassment.
2-3		Appropriate working hours and wages	We manage employees' working hours as appropriate and pay suitable wages in accordance with that country's laws and regulations.
2-4		Employees' right to organize	We respect our employees' right to organize as a means to bring about labor-management talks on working environment, wage levels, etc.
2-5		Ensuring health, safety, and hygiene in the workplace	We prepare a working environment where employees can work safely and comfortably as well as provide suitable health management for all employees.
3-1	Compliance with Laws and Societal Norms	Compliance with laws and regulations	We comply with all laws and regulations in the countries and regions where we conduct corporate activities.
3-2		Prohibition on corruption and bribes	We maintain healthy and normal relations with politics and government, not engaging with bribes or illicit political donations.
3-3		Prohibition of misuse of predominant position	We do not act in ways that our predominant position disadvantages our partners.
3-4		Prohibition of giving or accepting inappropriate advantages	We do not give or accept inappropriate advantages in our relations with stakeholders.
3-5		Fair competition	We do not obstruct fair, transparent, and free competition.
3-6		Respecting intellectual property	We do not violate the intellectual property rights of other companies.
3-7		Information disclosure	Regardless of whether disclosure is mandated by laws and regulations, we actively provide and disclose information to our stakeholders.
3-8		Elimination of anti-social forces	We do not engage with anti-social forces in any way, including transactions.
3-9		Creating internal reporting systems	We create mechanisms to quickly detect and rectify irregularities and issues that happen inside the company.
4-1	Environment-friendly perspective	Initiatives for environment management systems	We build and operate environment management systems as well as strive to minimize the negative effects of our business activities on the environment.
4-2		Efficient use of resources, energy, and water, and waste management	We set voluntary targets and work to continuously improve in terms of saving resources, saving energy, cutting water use, reducing greenhouse gas emissions, and decreasing waste, so that we can make efficient use of limited resources.
4-3		Preventing environmental pollution	We comply with environment-related laws and regulations and take suitable measures to prevent air, water, and soil pollution.
4-4		Respecting biodiversity	In cases where our business operations risk impacting biodiversity, we strive to grasp the extend of that impact and minimize it.
5-1	Community Service	Defending against computer and network threats	We devise defensive measures against computer and network threats, managing them so that no harm is done to the House Foods Group or other companies.
5-2		Confidentiality and personal information protection	We appropriately manage and protect the personal and confidential information of customers, third parties, and employees.
6-1	Community Service	Coexistence with society and local communities	We actively conduct activities that contribute to the development of the international community and local society.