



**Basic Approach**

The Lion Group recognizes the importance of respecting human rights, and we ascertain the risks to human rights that may occur over the supply chain, from “Procurement of raw materials, packages and containers” to “Use by consumers”. In promoting global business development, we have identified “Respect for human rights” as 2020 Sustainability Material Issues and we will promote business activities based on the “LION Human Rights Policy”.

In January 2019, based on the “United Nations Guiding Principles on Business and Human Rights”, we established the “LION Human Rights Policy” in order to further clarify Lion’s stance on human rights abuse as well as our global efforts and related matters.

**LION Human Rights Policy**

**1 Objective and Ideals**

LION Group implements a variety of measures to realize the “fulfilling a spirit of love”, which is our basic management policy. To illustrate, our “Lion Group Charter for Corporate Behavior” provides for “respect of human rights”, “observing both the spirit as well as the letter of all applicable laws and international rules”, whilst our “Behavioral Guidelines” also provides for non-tolerance of child labor and forced labor, equal employment opportunities, fair treatment of employees and also indicates respect for human rights by suppliers. Furthermore, we expressed support of the “10 principles of the United Nations Global Compact” in 2009. We hereby set forth “LION Human Rights Policy” to put in statutory form our endeavors to implement these measures because respect for human rights is indispensable for people’s living, pursuing happiness and improvement of quality of human life.

**2 Respect for Human Rights**

- (1) LION Group supports and respects such international norms on human rights as “International Bill of Human Rights” (Universal Declaration of Human Rights, International Covenant on Economic, Social and Cultural Rights and International Covenant on Civil and Political Rights), “United Nations Global Compact” and “ILO Declaration on Fundamental Principles and Rights at Work”.
- (2) LION Group will not trigger or foment any adverse impact on human rights through its corporate activities. In the event of occurrence of such adverse impact on human rights, we will take remedial actions appropriately.
- (3) LION Group will, even where it is not directly fomenting any adverse impact on human rights, oppose and further endeavor to mitigate any adverse impact on human rights through relevant transactional activities.

**3 Management System for Respect of Human Rights (Human Rights Due Diligence)**

- (1) LION Group will monitor and evaluate any adverse impact on human rights or fomentation thereof triggered by its corporate activities and any such adverse impact directly relevant to its corporate activities.
- (2) LION Group will collect information pertaining to the risk of generating any adverse impact on human rights not only from LION Group but also from such parties as suppliers with close ties to LION Group and further endeavor to prevent actual manifestation of such risks.
- (3) LION Group will endeavor to maintain and develop such effective devices as whistle-blowing hotlines with a view to identifying and adequately tackling any adverse impact on human rights.

**4 Dialogue and Discussion**

LION Group will, in the event of actual or threatened occurrence of any adverse impact on human rights, take opportunities to dialogue and sincerely discuss with relevant stakeholders.

**5 Education**

LION Group will continuously educate employees so that the whole group becomes more familiar with correct knowledge about respect for human rights.

**6 Remedies**

Whenever it has been revealed that any adverse impact on human rights has been triggered or fomented by LION Group, LION Group will endeavor to take remedial actions by appropriate means.

**7 Disclosure of Information**

LION Group will, from time to time, disclose and publish the status of our own endeavors in the field of respect for human rights and the like on its website and others.

Established January 1st, 2019

**Promotion System**

The department in charge of corporate ethics, the Corporate Planning Department, and the CSV Promotion Department will be responsible for understanding trends in human rights in society. When a new problem emerges, they take measures to address

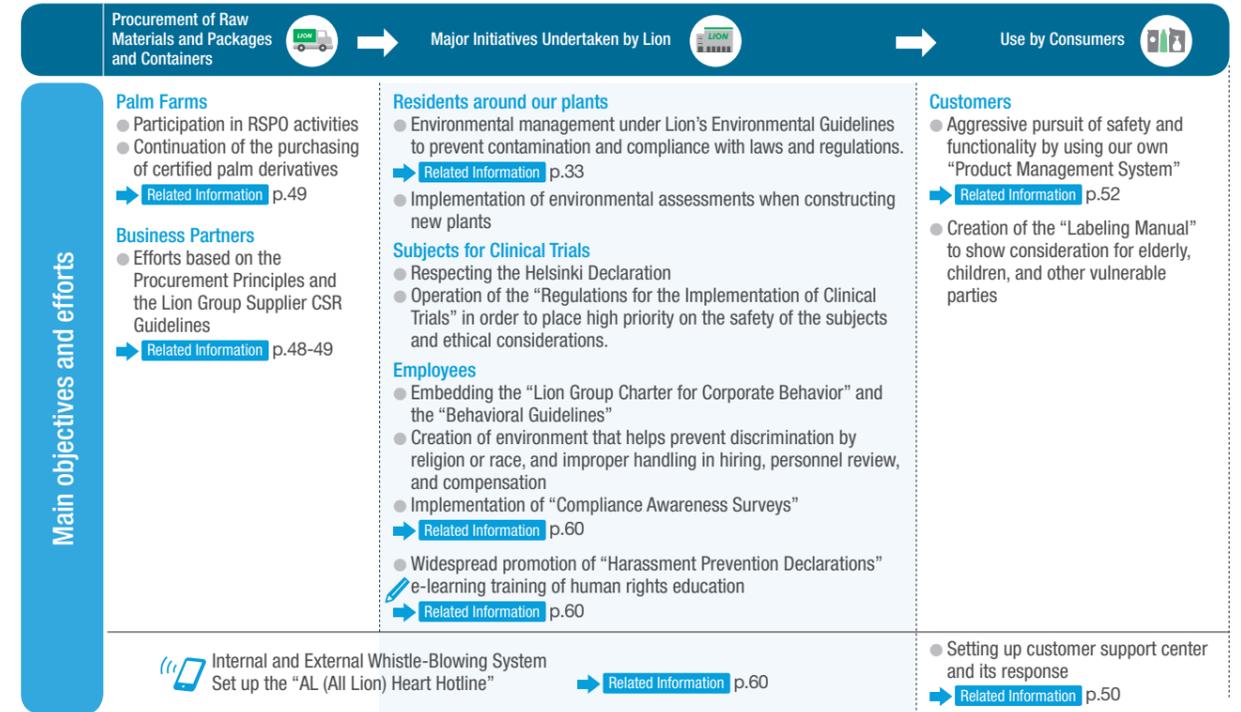
it as necessary in coordination with the relevant divisions, including the Legal Department, the International Division and the Purchasing Headquarters.

**Measures to Prevent Human Rights Abuse: Human Rights Due Diligence**

We are taking steps to enhance our arrangements for ascertaining, reporting, correcting and conducting follow-up activities with each stakeholder regarding the possible impact on human rights

by our business activities from “Procurement of raw materials, packages and containers” to “Use by consumers”.

**An Overview of Lion’s Measures to Prevent Human Rights Abuse**



**Implementation of human rights education**

We conduct periodic e-learning training for all employees in order to spread a correct understanding of the respect for human rights more widely within the entire Group. We have been actively working on preventing harassment occurrences by adding “Maternity Harassment” in 2017 and “LGBT” content in 2018.

In 2019, we added new training content on “LION Human Rights Policy” and are acting to make it widely known in the Group.

**Set up and More Widely Publicize Internal and External Whistle-Blowing System and Consultation Points**

Our company has set up the internal and external “AL (All Lion) Heart Hotline” as a whistle-blowing system. The “Compliance Awareness Survey” of all employees, including temporary staff, which we conduct annually, is used to determine the state of awareness of the “AL Heart Hotline” as well as to explain the contact points where people can whistle-blow. In 2018, the recognition rate among employees was 98.5%.

Lion will continue to make all employees aware of these steps and work to respect for human rights throughout all corporate activities.

(For details, please see “Widespread Adoption of Compliance Perspectives and Practices” on p. 60)



**Initiatives for Compliance in Overseas Group Companies**

Southern Lion (Malaysia) is distributing an “Employee Handbook” with CSR policies and stance to human rights to all employees. They have also created a “Code of Conduct” that summarizes important items from the Lion Group’s basic approach and are working to widespread awareness of it among employees.

**Introduction to Websites**

**Respect for Human Rights(Japanese)**  
<https://www.lion.co.jp/ja/csr/humanrights/duediligence/>

