



E S G

Human Rights

Related SDGs



E S G

Basic Approach

Respect for human rights is indispensable to the pursuit of happiness and a higher quality of life. Lion recognizes that it has a responsibility as a company to affirm diversity, including that of race, religion, gender, sexual orientation, age, nationality and disability, to fully respect all human rights and, furthermore, that doing so strengthens its business foundation. The Lion Group Charter for Corporate Behavior states that “We shall respect human rights ... observing both the spirit as well as the letter of all applicable laws and international rules ... both in Japan and abroad,” and the Behavioral Guidelines state that the Group will not permit child labor or forced or coerced labor, will provide equal employment opportunities and treat employees fairly, and will take an active interest in the human rights practices of its suppliers. In addition, in 2009, Lion declared its support for the Ten Principles of the United Nations Global Compact. Lion has designated “Respecting Human Rights” as one of its Sustainability Material Issues and will continue to advance business activities based on the LION Human Rights Policy in its global business development going forward.

Human Rights Policy

In January 2019, based on the framework of the United Nations Guiding Principles on Business and Human Rights adopted by the United Nations Human Rights Council, we established the LION Human Rights Policy to further clarify our stance on human rights abuse as well as our global efforts in

this area. This policy was approved by the Executive Committee and applies to all employees of the Lion Group, including overseas Group companies, as well as other parties closely related to the Lion Group, such as suppliers.

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

Implementation Framework

The Lion Group monitors human rights-related trends in society, mainly through the corporate officer responsible for corporate ethics, the Corporate Planning Department and the CSV Promotion Department. Any new problems that emerge

are dealt with in coordination with the relevant divisions, such as the Legal Department, International Division or Purchasing Headquarters, as needed.

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

Lion regards the identification of and response to potential human rights issues throughout its value chains, from raw material procurement to use by consumers, as a top priority. Accordingly, we identify and assess potential negative impacts

on human rights by stakeholder category to enhance mechanisms for preventing, mitigating and remedying such adverse impacts.

Overview of Lion's Measures to Prevent Human Rights Abuse by Value Chain and Stakeholder

Value Chain	Raw Material Procurement	Lion's Activities	Use by Consumers
Potential Human Rights Abuse Risk	<ul style="list-style-type: none"> Forced labor or child labor in procurement or at production sites Discrimination against workers based on nationality or status as immigrants or refugees Negative health impact on local residents due to deforestation 	<ul style="list-style-type: none"> Groundwater depletion due to factory operation; inadequate factory wastewater treatment Lack of regard for employees' occupational health and safety Abuse of authority or sexual harassment in the workplace Discrimination against sexual minorities Coercion to engage in prolonged work 	<ul style="list-style-type: none"> Accidents due to improper product labeling or use Inappropriate interactions with customers Personal information leakage, privacy violations
Assessment of human rights impact			
Stakeholders and Main Initiatives	<p>Oil Palm Plantations</p> <ul style="list-style-type: none"> Participation in RSPO activities ➔ Related Information p. 31 Continued purchasing of certified oil palm derivatives ➔ Related Information p. 31 <p>Suppliers</p> <ul style="list-style-type: none"> CSR procurement based on the Procurement Principles and the Lion Group Supplier CSR Guidelines ➔ Related Information p. 30 Participation in Sedex ➔ Related Information p. 31 	<p>Residents around Our Plants</p> <ul style="list-style-type: none"> Environmental management under Lion's Environmental Guidelines to prevent contamination; compliance with laws and regulations ➔ Related Information p. 17 Implementation of environmental assessments when constructing new plants <p>Clinical Trial Subjects</p> <ul style="list-style-type: none"> Respect for the Declaration of Helsinki Application of the Regulations for the Implementation of Clinical Trials in order to place the highest priority on the safety of the subjects and ethical considerations <p>Group Employees</p> <ul style="list-style-type: none"> Ensuring awareness of the Lion Group Charter for Corporate Behavior and the Behavioral Guidelines Creation of environments that help prevent discrimination on the basis of religion or race, etc., and improper handling of hiring, personnel reviews and compensation ➔ Related Information pp. 28-29 Reinforcement of occupational health and safety and promotion of health and productivity management ➔ Related Information pp. 28-29 Widespread promotion of the Harassment Prevention Declarations to raise awareness Training on human rights (e-learning) ➔ Related Information p. 41 Monitoring of adverse impacts through the Compliance Awareness Survey ➔ Related Information p. 41 Promotion of work-life balance ➔ Related Information pp. 26-27 	<p>Customers</p> <ul style="list-style-type: none"> Aggressive pursuit of safety and functionality through Lion's Product Management System ➔ Related Information p. 34 Creation of the representation drafting manual to ensure consideration for the elderly, children and other vulnerable consumers ➔ Related Information p. 34 Promotion of customer-oriented management to enhance customer satisfaction ➔ Related Information p. 34
	<ul style="list-style-type: none"> Establishment of the AL (All Lion) Heart Hotline internal and external whistle-blowing system ➔ Related Information p.41 	<ul style="list-style-type: none"> Establishment of and service via the customer support center ➔ Related Information p.34 	

In advancing global business development, Lion will continue to educate employees about respecting human rights and

strengthen related initiatives in its value chains.

LION Human Rights Policy

<https://www.lion.co.jp/en/company/compliance/human-rights.php>

Human Rights Due Diligence (Japanese)

<https://www.lion.co.jp/ja/csr/humanrights/duediligence/>