

Corporate Statements

The Kuraray Group Code of Conduct

Kuraray Group Human Rights Policy

TOP STATEMENT

Sustainability Long-term Vision and Sustainability Medium-term Plan

Materiality of Kuraray Group

Planet

Product

People

Respect for Human Rights

Occupational Safety and Process Safety

HR policies

Culture (Health Management, D&I, Diverse Work Styles, etc.)

Talent Acquisition and Placement

Talent Development

Interaction with Society

Sustainability Medium-term Plan for People

Governance

GRI Standards Content Index

Kuraray Report (integrated report) / Sustainability website

Initiatives, etc.

People

"PASSION 2026" Priority Issue Targets and Fiscal 2024 Results

		Benchmarks	FY2024		FY2025	FY2026	After FY2027
			Targets	Results	Targets	Medium-Term Plan	Medium-to long-term plan
Occupational injury	A and B rank occupational injuries ^{*1}	2021 3 cases	Zero	4 cases	Zero	Zero	—
	Frequency rate of all occupational injuries ^{*2}	2021 2.89	1.8 or less	2.32	1.6 or less	1.3 or less	—
Process safety	A, B, and C rank accidents ^{*3}	2021 3 cases	Zero	4 cases	Zero ^{*4}	Zero ^{*4}	—
	D ₁ and D ₂ rank accidents ^{*3}	2021 7 cases	3 cases or less	21 cases	3 cases or less	3 cases or less	—
Diversity and inclusion	Global measures	—	- Develop personnel database and promote personnel recruitment - Promote global mobility	- Established project for database creation - Put in place short-term overseas assignment system	- Develop personnel database and promote personnel recruitment (To visualize human resource status, leverage resources efficiently) - Promote global mobility (To expand career opportunities, invigorate human resource exchanges)		—
	Ensuring diversity of core human resources ^{*5}	End September 2021: 12%	16%	18%	—	20%	2030: 25%

^{*1} Evaluation ranking of occupational injuries using Kuraray's proprietary system. Four ranks in order of seriousness: A > B > C > D.

^{*2} Frequency rate of all occupational injuries: Number of all occupational injuries (lost time and no lost time injuries) per million working hours.

^{*3} Evaluation ranking of process accidents using Kuraray's proprietary system. Five ranks in order of seriousness: A > B > C > D₁ > D₂.

^{*4} From fiscal 2025, in addition to zero process accidents in ranks A, B, and C, we will work toward the Medium-Term Plan target of also achieving zero process troubles in ranks A, B, and C.

^{*5} Ratio of managers in Japan who are women, foreign nationals and mid-career hires, excluding production sites

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>

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>

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>

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>

Respect for Human Rights

Human Rights Policy

[Kuraray Group Human Rights Policy](#) was established with the approval of the Board of Directors in March 2024 as a basis for us to respect the human rights of all stakeholders with dignity and respect in the global business activities of the Kuraray Group.

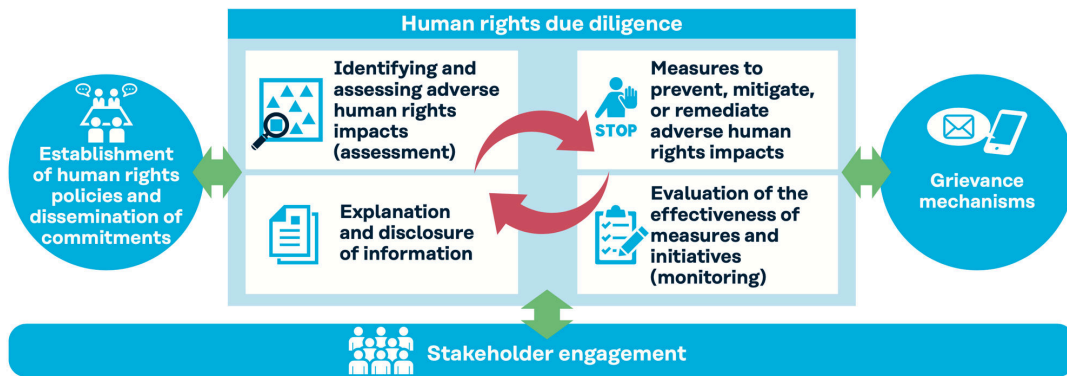
With regard to respect for human rights, [the Kuraray Group Code of Conduct](#) states that the Kuraray Group will protect the human rights of all people involved in its business activities and respect the dignity and value of each and every individual. The Kuraray Group Human Rights Policy was established based on internationally recognized human rights norms, including the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, with the aim of reflecting respect for human rights in the actions of all Kuraray Group employees by stating it in more concrete terms. We are committed to respecting human rights in our corporate activities. We consider respect for human rights to be a core element of our corporate responsibility, and we will earnestly put into practice our commitment to respecting human rights.

Corporate Structure

In May 2024, a Human Rights Due Diligence Task Force was established to discuss strategies and measures related to respect for human rights across the organization. Activities and results of discussions are reported to the Management Committee and the Risk Compliance Committee.

Future Initiatives

As part of our human rights due diligence, we conducted a human rights survey for employees of the Kuraray Group in Japan in January 2025. Through this survey, we assess and analyze risks related to human rights violations to determine if there are any negative impacts on human rights that should be respected by companies, with the aim of taking measures to prevent or mitigate these risks. The survey will be expanded and implemented globally in the future.



<Roadmap for Human Rights Due Diligence Initiatives >

