

MC Agri Alliance Human Rights Policy

MC Agri Alliance believes that respect for human rights is fundamental to our business activities. To take our responsibilities regarding human rights, we ensure its respect in all aspects of our business activities. We always comply with the MC Agri Alliance Human Rights Policy (referred to below as "this policy") which outlines our basic approach and efforts as we pursue our mission of "acting as a bridge between producers and consumers, and contributing to a healthy future for people, society, and the earth." This policy is applied to all members of our company, and we will encourage our suppliers to understand and adhere to the policy.

1. Compliance with laws and regulations, and support for international norms relating to human rights

We respect the human rights established in the International Bill of Human Rights, and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO), and we support the Guiding Principles on Business and Human Rights of the United Nations. Our business activities are conducted based on all these principles. Our company also complies with the laws and regulations of countries and regions where we do business. If there is a conflict between the laws and regulations of a certain country or region, and internationally recognized human rights, then we will seek out approaches which respect the principles of internationally recognized human rights while abiding by the laws and regulations of the pertinent country and region.

2. Implementation of human rights due diligence

We implement human rights due diligence based on the UN Guiding Principles on Business and Human Rights. We identify negative impacts on human rights in connection with business activities, and continuously strive to prevent and mitigate those impacts.

3. Human rights issues related to business activities

We consider following human rights issues as key concerns.

○ Discrimination and harassment

We reject all forms of inhumane treatment, including harassment, and discrimination based on characteristics such as race, ethnicity, place of birth, citizenship, religion, sex, sexual orientation, and disability.

○ Forced labor, child labor, and human trafficking

We never engage in forced labor or child labor. We do not tolerate modern slavery in any form, including human trafficking.

- **Freedom of association and the right to collective bargaining**

We respect the rights of freedom of association and collective bargaining, in accordance with applicable laws and regulations.

- **Occupational safety and health**

We comply with laws and regulations relating to safety and health. We also strive to create a workplace environment where employees can work in safety and security.

- **Working hours and wages**

We appropriately manage the working hours, holidays, leave, and wages of employees in accordance with applicable laws and regulations.

- **Respect for privacy and protection of personal information**

We comply with laws and regulations relating to the protection of personal information, and we properly carry out the necessary management.

- **Impacts in the supply chain**

To promote respect for human rights in our supply chain, we share this policy with our suppliers, and collaborate to advance respect for human rights.

- **Impacts on local communities**

Our business activities may have negative impacts on human rights in local communities, such as land and resource rights, and the rights of indigenous peoples, and we strive to fulfill our responsibility to protect human rights in the local communities where we conduct our business activities.

4. Remediation and remedy

If we find a negative impact on human rights through our business activities, including our supply chain, we will work to provide remediation and remedy through appropriate procedures. We also operate the following consultation desks as a measure to broadly identify negative impacts on human rights and provide remediation and remedy.

- **Internal consultation desk**

We have an internal reporting desk allowing employees who have recognized or suspected the possibility of violations of in-house rules, including this policy, to engage in consultation and reporting. We strive to resolve problems and take corrective action through response and investigation by disinterested staff. In addition, employees who have made reports are never subjected to any form of disadvantageous treatment.

○ **Consultation Desk (Grievance Mechanism) for External Stakeholders**

By using the grievance mechanism established and operated by Mitsubishi Corporation, our shareholder, we work to prevent and mitigate negative impacts. This is done by welcoming consultations from external stakeholders about situations where our company's business activities have a negative impact on human rights, or where there are concerns about such impact.

[Grievance mechanism \(from Mitsubishi Corporation corporate website\)](#)

5. Education and training

We promote education and training regarding this policy and human rights to ensure that employees conduct themselves with an understanding of the importance of respect for human rights.

6. Dialog and discussion

In carrying out under this policy, we make use of expert knowledge on human rights obtained from outside organizations and engage in dialog and discussion with relevant external stakeholders.

7. Information disclosure

Through our website and other channels, we consistently disclose information and reports on the progress and results of efforts to respect human rights.

April 1, 2023

MC Agri Alliance Ltd.

President and CEO

Masayoshi Urano