

Sustainability

Teijin Group Human Rights Policy

The Teijin Group defines its Human Rights Policy in line with our corporate philosophy.

The Teijin Group Human Rights Policy

In Corporate Philosophy, the Teijin Group declares to enhance the quality of life through a deep insight into human nature and needs, together with the application of our creative abilities. As our basic stance to respect every human's dignity and rights, which is crucial for realizing the Philosophy, we^{*1} stipulate the following in this Teijin Group Human Rights Policy.

1. Commitment

Acknowledging that it is our important corporate social responsibility to value human rights, we do our best to avoid direct involvement, as well as indirectly influence through our relevant external parties^{*2}, any abuse of human rights^{*3}.

2. Foundational principles

We follow the fundamental principles described in the United Nation (UN) International Bill of Human Rights (the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights), and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work^{*4}.

We respect the UN Guiding Principles on Businesses and Human Rights and the 10 principles of the UN Global Compact.

3. Responsibility

The Chief Executive Officer of the Teijin Group takes responsibility for implementing this Policy.

4. Education and Training

We educate and train both our corporate officers and employees to make sure that this Policy is fully embedded in our business and carried out effectively.

5. Due Diligence

We develop the human rights due diligence process to identify actual or potential negative impacts on human rights and seek to prevent or mitigate the negative impacts.

6. Remedy

When we recognize that we directly cause or indirectly influence adverse impacts on human rights, we conduct dialogue with relevant parties and address such impacts through appropriate procedures.

7. Disclosure and Dialogue

In our corporate website, we disclose progress and outcome of our efforts to respect human rights. We also conduct dialogue with our stakeholders about our efforts.

*1 "We" means the Teijin Group and its corporate officers and employees.

*2 "Our relevant external parties" are all external organizations and people, including suppliers and partners, with whom we relate in our business.

*3 "The abuse of human rights" incorporates any discrimination on the basis of race, religion, gender identity (SOGIESC, Sexual Orientation, Gender Identity, Gender Expression, and Sex Characteristics), etc.

*4 It includes endorsement and respect for "the abolition of child labour"; "the elimination of forced or compulsory labour"; "the elimination of discrimination"; and "freedom of association and the effective recognition of the right to collective bargaining in respect of employment and occupation," as ILO Core Labour Standards.

Resolved at the Board of Directors of Teijin Limited held on March 1, 2019

Revised at the Board of Directors of Teijin Limited held on August 3, 2021

Related information

[Our philosophy](#) > [Teijin Group Modern Slavery & Human Trafficking Statement](#) >

Sustainability

Main Activities

The Teijin Group promotes respect for rights and dignity of all human beings and is committed to working in accordance with the "United Nations Guiding Principles on Business and Human Rights (hereafter, UNGPs)" established by the United Nations in 2011 and the International Labour Organization (ILO) standards*.

* It includes endorsement and respect for "the abolition of child labour" "the elimination of forced or compulsory" "the elimination of discrimination" and "freedom of association and the effective recognition of the right to collective bargaining in respect of employment and occupation," as ILO Core Labour Standards.

As our corporate philosophy represents, "the Teijin Group's purpose is to enhance the quality of life through a deep insight into human nature and needs, together with the application of our creative abilities." In achieving this goal, respect for the rights and dignity of all human beings is of the essence.

In June 2018, the Teijin Group reformulated its Corporate Code of Conduct into a new Code of Conduct. The new Code of Conduct, which consists of five items, clearly expresses our commitment to human rights in the section on "Integrity."

Integrity: We act with integrity in compliance with laws and regulations, and show respect for human rights and local communities in which we operate.

- We respect human rights and do not tolerate any discrimination and harassment in any part of our business and supply chain. We also maintain accountability by ensuring that our business is conducted in a way that helps to win the trust of local communities.
- We comply with applicable laws and regulations in every country and region where we do business, including multilateral laws and regulations, and respect internationally-accepted principles.

With the aim of sharing this Code of Conduct with the entire Teijin Group, in August 2020 we created a video message featuring our CEO which was sent to all our group companies with subtitles in local languages of all regions and countries in which the Teijin Group operates.

Additionally, in March 2019, the Teijin Group Human Rights Policy was resolved at the Board of Directors of Teijin Limited. Under this policy, we pledge to endeavor neither to be involved directly nor to be complicit indirectly by way of external affiliates or business relation, in any kind of human rights violations in our business activities, in recognition of the fact that respect for human rights is an important social responsibility to be fulfilled by company.

With regard to the United Kingdom's Modern Slavery Act 2015, our "[Teijin Group Modern Slavery and Human Trafficking Statement](#)" is posted on our website.

Human Rights Due Diligence Initiatives

Regarding the human rights due diligence mentioned in our Human Rights Policy, the Teijin Group in FY2018 began activities to build a relevant mechanism and is committed to working on human rights risk assessments by business and region.

FY2018

We commissioned an external organization, the Global Alliance for Sustainable Supply Chain, and its subcontractor, the UK-based research institute RIGHTS DD Limited, to conduct a survey on "complicity in modern slavery".

Survey Target

Branch-equivalent companies of a certain minimum size among the 153 Group companies in Japan and overseas, including the head office, belonging to the Group's 11 business units^{*1}

*1: 11 business units: (1) Aramid, (2) Carbon fibers, (3) Resin and Plastic Processing, (4) Film, (5) Composites, (6) Fibers & Products Converting, (7) Pharmaceutical, (8) Home Healthcare, (9) IT, (10) Material New Business, (11) Healthcare New Business.

The suppliers selected by the survey organization from among the suppliers with which the Teijin Group does business in the above 11 business units.

Survey Method

From qualitative information concerning the business characteristics and operating regions of the above-mentioned branch-equivalent companies and 18 suppliers, scores were given for human rights violation risks* in each of the 11 surveyed businesses.

Survey Results

The results of the FY2018 human rights due diligence survey revealed that the Teijin Group's policy of respect for human rights is generally in conformity with principal international best practices. Furthermore, by comparing the business characteristics and operating regions of the Teijin Group's businesses, we were able to determine that human rights violations are relatively more likely to occur in the labor-intensive fibers and products business. In addition, in businesses identified as having a relatively high potential risk of human rights violations in the light of labor health and safety conditions and the situation in operating regions, as well as already implemented measures to prevent human rights violations, we are implementing inspections to detect whether human rights violations are occurring and continuing monitoring to prevent such violations.

* Definition of "human rights violation risk" covered by this survey

1. This survey focused on "modern slavery," a term used to describe all human rights abuses including slavery, servitude, forced or compulsory labor, and human trafficking.

2. In this survey, the following factors were analyzed to gauge modern slavery risk:

- Highly competitive industries, with low barriers to entry and operations in jurisdictions with weak labor laws and ineffective union representation;
- Prevalence of low-skilled workers;
- High number of female workers;
- Documented cases of child labor;
- High proportion of migrant labor in the workforce;
- Documented cases of human trafficking;
- Documented cases of harmful employment practice;
- Documented cases of debt bondage;
- Operation in fragile or conflict affected areas;
- High proportions of refugees in the workforce;
- Operation in countries with highly repressive regimes;
- Industries in which low-skilled labor is used to carry out so-called "three D" jobs (dirty, dangerous, and difficult), such as work involving dangerous or physically arduous manual labor, work involving prolonged periods of repetitive motion, and work that is stigmatized or socially devalued. These jobs are typically carried out by migrants, minorities, or socially marginalized groups that are highly vulnerable to exploitation.

3. In this survey, the characteristics of "forced labor" are as follows:

- The illegal withholding and deduction of wages;
- The illegal confiscation of identity documents, such as passports;
- Debt bondage (Forced labor as security for debt repayment. It is said that more than 51% of workers engaged in forced labor are bonded by debts.);
- Forced overtime
- Various forms of coercion by employers or recruiters, such as verbal, physical, or sexual harassment;
- Labor patterns involving intensive work, long working hours, or the repetition of simple tasks that give rise to serious labor health and safety risks

FY2019

Dialogues were held with international NGOs and other organizations, in collaboration with the Caux Round Table (CRT Japan), a third-party organization, and potential risks in human rights due diligence were assessed in accordance with the United Nations Guiding Principles on Business and Human Rights (November 2019-March 2020).

We explained to CRT Japan the flow of CSR procurement questionnaire surveys conducted by the Teijin Group since FY2014 and the process for improvement based on the survey results, all of which are conducted as measures to prevent and reduce human rights violations, such as

human trafficking, forced labor, child labor, and discrimination.



CRT Japan confirmed the appropriateness of the territories and number of companies covered by the CSR procurement questionnaire surveys and the effectiveness of the post-survey process by which Teijin Limited calls on business partners to make improvements.



We identified potential human rights risks from business domains of the Teijin Group that significantly cause negative social impact and formulated measures to be implemented in FY2020 and beyond.

Measures addressing potential human rights risks

1. Education and guidance for improvement for business partners
2. Interviews with domestic processing consignees
3. Review CSR Procurement Guidelines and survey items in response to the social conditions related to matters of human rights violations in the supply chain
4. Promoting the CSR Procurement Guidelines among business partners
5. Review of grievance handling mechanisms

Please see here for the specific CSR procurement initiatives of the Teijin Group

[CSR procurement](#) >

FY2020

1. Education and guidance for improvement for business partners
Online seminars were held for the business partners of Teijin Frontier Co., Ltd., both in Japan and overseas (China, Vietnam, and Indonesia).
2. Interviews with processing consignees
Interviews were conducted with business partners both in Japan and overseas for whom it was considered necessary to check on efforts with regard to human rights.
3. Review CSR Procurement Guidelines and questionnaire items in accordance with the social conditions related to matters of human rights violations in the supply chain
As a result of the FY2020 review, no changes were made.
4. Circulating the CSR Procurement Guidelines among business partners
A CSR procurement questionnaire survey was conducted in FY2020 for business partners both in Japan and overseas. In the result, the situation of human rights violations at our business partners has not confirmed.
5. Review of grievance handling mechanisms
Whistle-blowing reports filed in our existing whistle-blowing system are handled appropriately. Issues have started to be systematized on the assumption that a new reporting system aimed at employees of business partners will be introduced in the future.

We conduct an impact assessment of whether potential human rights risks identified in FY2019 became manifested. If any human rights issues are identified, we set KPIs to address them in accordance with the Teijin Group Human Rights Policy and take appropriate actions. The background and results will be disclosed on the Teijin Group Modern Slavery and Human Trafficking Statement. Even amid the restrictions on activities due to COVID-19, we are promoting various online initiatives, including seminars in Japan and overseas and domestic auditing.

Plans for FY2021

1. Implement awareness campaigns and improvement activities, especially targeting the business partners of Teijin Frontier Co., Ltd. that have a low overall awareness, based on the survey results of the CSR procurement questionnaire surveys conducted in 2020
2. Conduct interviews with business partners including domestic processing consignees, and confirm whether human rights issues have been occurring
3. Review CSR Procurement Guidelines and questionnaire items as necessary
4. Conduct the FY2021 CSR procurement questionnaire surveys
5. Grievance handling mechanisms

We are promoting the design of a reporting system for business partners and preparing for its specific introduction.

Dialogue with External Experts

On October 13, 2020, the Teijin Group participated in "2021 Business and Human Rights Conference" organized by the Caux Round Table (CRT Japan). Our chief social responsibility officer held a dialogue with overseas experts on the issue of human rights and the Teijin Group's initiatives, and the following feedback was received. Regarding matters pointed out, we are committed to conducting dialogues with leading global external experts and to making improvements while receiving suggestions and assessments.

- The Teijin Group's human rights due diligence initiatives, based on the Teijin Group Human Rights Policy, and, in the event of an issue relating to human rights becoming evident, its commitment, such as the Zero Fee Project, to making improvements, including in other companies, are wonderful.
- I would like to know the story of the Teijin Group's management strategy going forward--what issues it will challenge toward the achievement of the SDGs and how it will attain these results.
- The World Benchmarking Alliance has chosen Teijin as a keystone company in its SDG2000 list of influential enterprises. Since Teijin is registered in the social (human rights) and circular categories, I look forward to its achievements.
- The Teijin Group engages in sincere information disclosure, including its clarification of human rights due diligence and the relief process. Going forward, I intend to keep an eye on it as a company that achieves results.



Dialogue on human rights held with external experts (October 13, 2020)

In addition, we hold regular dialogues with CRT Japan and Chief Social Responsibility Officers to determine the direction Teijin Group should take.

Status of Human Rights Due Diligence by the Teijin Group (CRT Japan commentary) (PDF:226KB) 

Initiatives to Promote Respect for Human Rights among Employees

Human rights education for employees

To raise awareness for human rights, the Teijin Group holds training sessions for all employees (including contract and dispatch employees) at each workplace during Corporate Ethics Month every October. In FY2019, we discussed in the respective company offices about creating a culture in which the rights of other people are respected and everyone is valued, under the slogan "Are you aware of your responsibility to uphold Human Rights?" Training participation rates in FY2019 were 89% in Japan and 61% overseas.

Response and use of comments received by counseling and reporting center

The Teijin Group has established a center for counseling and reporting and promotes its use. In FY2020, 115 consultations were received, of which 47 cases related to human rights (dissatisfaction with treatment, discrimination because of gender, etc., and sexual harassment). We investigated the facts in all of these cases. In those cases where specific issues were confirmed, we issued cautions and training for improvement and conducted monitoring so that there were no reprisals against whistle-blowers.

Identifying and analyzing potential risks based on comments received by our counseling and reporting center, we determine educational activities befitting the current situation and raise awareness of the importance of respecting human rights among all employees.

Initiatives to Promote Respect for Human Rights among Suppliers

In order to ensure respect for human rights throughout the entire supply chain, the Teijin Group has incorporated a section on human rights and labor in our CSR Procurement Guidelines and urges our suppliers to make efforts to respect human rights.

In FY2017, with reference to ISO 20400, an international standard relating to sustainable procurement, as well as other international standards, we clearly stipulated detailed initiatives on the following items relating to human rights and labor, etc.:

<Human Rights and Labor>

- Forced labor
- Child and youth labor
- Foreign workers
- Working hours and paid leave
- Wages and welfare
- Discrimination
- Harassment
- Freedom of association

The Teijin Group conducts CSR procurement questionnaire surveys of our major suppliers with the aim of assessing their efforts to respect human rights. For companies that provided doubtful answers regarding human rights, we inquire and confirm whether there are any problems or not. In the FY2019 CSR procurement questionnaire survey, it was confirmed that no problems had occurred.

In addition, regarding the Fibers & Products Converting Business Group, which was identified as having a relatively high risk of human rights violations in the risk assessment of human rights due diligence, Teijin Frontier Co., Ltd, a representative group company, has conducted seminars and on-site audits on an ongoing basis for business partners in Asia and Japan with the aim of ensuring local business partners' legal compliance and protection of human rights. We will continue to conduct management and awareness-raising activities for businesses with high risks of human rights violations upon confirmation with third-party organizations and external experts.

Furthermore, for many years the Fibers & Products Converting Business has made use of Japan's technical intern training program to recruit technical interns from overseas. However, an internal survey indicated that such trainees were obligated to pay a large amount of recruitment expenses* in their home countries before coming to Japan. To address this issue, we commenced the Zero Fee Project in 2019, which aims to remove the burden of payment from overseas trainees by having the plant that accepts them cover the recruitment expenses.

* There are some instances where foreign trainees are forced to pay to local recruitment firm before they come to Japan, their recruitment costs that was incurred the local recruitment processes. In some cases, trainees are forced to pay such amounts as is even equivalent of the incomes for years. Since they want to earn as much as possible, they tend to lead to problems such as long working hours at their own request and disappearance just before returning to Japan, which is a social problem.

Declaration of Support for UNICEF's Children's Rights in Sport Principles

In February 2019, the Teijin Group officially endorsed the Children's Rights in Sport Principles put forward by UNICEF and the Japan Committee for UNICEF.

In the context of worldwide problems, that sports have a negative impact on children, such as violent coaching and excessive training that do not take account of children's mental and physical development, these principles were established on November 20, 2018, to build a society that supports the healthy growth and development of children and contributes to promoting the rights of children.

The Teijin Group has developed materials and products for the field of sports, sponsored the All Japan High School Soccer Tournament as part of our CSR activities, and supported soccer clinics at Teijin Polyester (Thailand) Limited. In ways such as these, we are working to aid in the development of young people through sports, and to protect children's rights to ensure that they are not negatively impacted by sports.



Children's Rights
in Sport Principles

子どもの権利とスポーツの原則

Related information

- [Teijin Group Human Rights Policy](#) >
 [Our philosophy](#) >
 [Corporate Ethics and Compliance](#) >
 [CSR procurement](#) >
 [Supply chain seminar](#) >

Sustainability

Teijin Group Modern Slavery & Human Trafficking Statement

The statement is made in accordance with the United Kingdom's Modern Slavery Act which came into force in the U.K. in 2015.

Modern Slavery & Human Trafficking Statement for FY2020(PDF:239KB) 

Modern Slavery & Human Trafficking Statement for FY2019(PDF:230KB) 

Modern Slavery & Human Trafficking Statement for FY2018(PDF:258KB) 

Modern Slavery & Human Trafficking Statement for FY2017(PDF:467KB) 

Teijin Group Slavery & Human Trafficking Statement for FY 2020

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and covers the steps that the Teijin Group has taken during financial year from April 1, 2020 to March 31, 2021 ("FY2020") to ensure that slavery and human trafficking is not taking place in our business and our supply chains.

The Teijin Group recognizes that any activity of our business or our supply chains should not prevent other people from enjoying human rights. We also recognize slavery and human trafficking are global human rights issues of our time. The Teijin Group will continue to carry out actions to ensure that slavery and human trafficking is not occurring in any part of our own business and in any of our supply chains.

1. Our business and organizational structure

The Teijin Group began with the establishment of Japan's first rayon manufacturer in 1918. The Teijin Group now combines wide range of businesses including advanced fibers, resin, composites, fibers and products converting, healthcare and IT. The number of Teijin Group companies is 172 in total, including 55 in Japan and 117 overseas (as of March 31, 2021). There are 21,059 employees in the Teijin Group in total, including 9,552 in Japan and 11,507 overseas (as of March 31, 2021). Teijin Group's net sales in FY2020 are 836.5 billions of yen, 41.41% of which is overseas net sales.

For further details of the Teijin Group and our business, please visit the Teijin's website at the following link:
<https://www.teijin.com/>

2. Our policies in relation to slavery and human trafficking

In the following policies, the Teijin Group states that the Teijin Group will prevent any slavery and human trafficking in any part of our own business and in any of our supply chains.

Teijin Group Corporate Philosophy

Teijin Group Corporate Philosophy is "Enhancing the Quality of Life", "In Harmony with Society" and "Empowering Our People". We conduct business based on this philosophy. The starting line of the Teijin Group's Corporate Social Responsibility (CSR) is also this philosophy. We pursue CSR activities rooted in this Corporate Philosophy.

Teijin Group Code of Conduct

The Teijin Group has established Teijin Group Code of Conduct as standard for action that aligns with our Corporate Philosophy.

Teijin Group Code of Conduct states "We -- The Teijin Group, including its officers and employees -- act according to our conscience, with the aim of enhancing the quality of life for all stakeholders." and "We act with integrity in compliance with laws and regulations, and show respect for human rights and local communities in which we operate."

In order to better understand and practice Teijin Group Code of Conduct, we have also formulated How We Behave for each item of Teijin Group Code of Conduct and we have been conducting publicity activities within our group.

For further details of Teijin Group Code of Conduct and How We Behave, please visit the Teijin's website at the following link:
<https://www.teijin.com/about/philosophy/>

Teijin Group Human Rights Policy

The Teijin Group has established Teijin Group Human Rights Policy as our basic stance to respect every human's dignity and rights, which is crucial for realizing the Corporate Philosophy.

Teijin Group Human Rights Policy states "Acknowledging that it is our important corporate social responsibility to value human rights, we do our best to avoid direct involvement, as well as indirectly influence through our relevant external parties, any abuse of human rights." In addition, we clearly state ""our relevant external parties" are all external organizations and people, including suppliers and partners, with whom we relate in our business" in our Human Rights Policy.

We also express in our Human Rights Policy that we follow the fundamental principles described in the United Nation (UN) International Bill of Human Rights (the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights), and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and we respect the UN Guiding Principles on Businesses and Human Rights and the 10 Principles of the UN Global Compact. Teijin Limited has joined the UN Global Compact since March 2011.

Furthermore, Teijin Group Human Rights Policy states "We develop the human rights due diligence process to identify actual or potential negative impacts on human rights and seek to prevent or mitigate the negative impacts."

The Chief Executive Officer of the Teijin Group takes responsibility for implementing this Human Rights Policy.

For further details of Teijin Group Human Rights Policy, please visit the Teijin's website at the following link:
https://www.teijin.com/csr/policy/human_rights.html

Policies for purchasing and procurement

- Teijin Group Basic Policy for Purchasing and Procurement

Teijin Group Basic Policy for Purchasing and Procurement states "The Teijin Group promotes purchasing and procurement from suppliers that respect human rights and do not commit human rights infringements such as unjust discrimination, slave labor, forced labor, child labor, human trafficking, etc."

- Teijin Group Basic Stance of Persons in Charge of Purchasing and Procurement

We have also determined Teijin Group Basic Stance of Persons in Charge of Purchasing and Procurement that describes in specific terms how purchasing and procurement personnel should behave. Teijin Group Basic Stance of Persons in Charge of Purchasing and Procurement states "Purchasing/procurement personnel do not force inappropriate transaction terms on suppliers nor force them to accept unreasonably low prices, etc. and promote purchasing and procurement from suppliers that respect human rights and do not support forced labor or long working hours."

- Teijin Group CSR Procurement Guidelines

In accordance with Teijin Group Basic Policy for Purchasing and Procurement, we have prepared Teijin Group CSR Procurement Guidelines including items relating to human rights, such as forced labor, child labor and young workers, foreign workers, working hours and holidays, wages and welfare benefits, discrimination, harassment, freedom of association, consideration for local communities, contact point for consultations and internal reporting and responsible supply chain promotion. The Teijin Group is requesting our suppliers to conduct activities in compliance with our Guidelines.

For further details of Teijin Group Basic Policy for Purchasing and Procurement, Teijin Group Basic Stance of Persons in Charge of Purchasing and Procurement and Teijin Group CSR Procurement Guidelines, please visit the Teijin's website at the following link:
https://www.teijin.com/csr/social/purchase_procurement/procurement.html

3. Our steps to ensure that slavery and human trafficking is not taking place

Human rights due diligence

In accordance with our Human Rights Policy which states the human rights due diligence, since FY2018, the Teijin Group has begun activities to build a process for human rights due diligence and to understand the negative impact and risks to human rights due to the activity of our business or our supply chains.

As initiatives in the first fiscal year (FY 2018), the Teijin Group has conducted a survey with the support of an external NGO in order to sort out the types of human rights issues that could be considered for each our business, and to identify places where such issues might become apparent. The businesses targeted by this survey is a total of 11 businesses: aramid fibers, carbon fibers, resin, film (*), composites, fibers and products converting, medicines, at-home medical treatment, IT, material new business and healthcare new business. As a specific survey method, we quantitatively analyzed the human rights issues risk in each of the above 11 businesses, from the two perspectives of "country / region" and "business contents", based on the characteristic of each of the above 11 businesses (country / region of operation and business contents etc.) and the characteristic of our suppliers of each businesses (place of operation, types of their products and business contents etc.). Through this survey, we have confirmed that in the business of fibers and products converting, human rights issues are most likely to take place, particularly in the countries of Myanmar, China, Vietnam and Thailand. In the business of fibers and products converting, we have been already promoting efforts to respect human rights, we will continue to promote improvement as a high priority business.

* We had been conducting the film business until the end of September 2019.

For further details of Teijin Group human rights due diligence, please visit the Teijin's website at the following link:
https://www.teijin.com/csr/human_rights/initiatives.html

CSR procurement

The Teijin Group conducts the following activities for CSR procurement in cooperation with our suppliers.

- Teijin Group supplier surveys

We have developed and launched an original system for surveying and rating our supplier's status of efforts on CSR. The system utilizes an online questionnaire to confirm whether or not suppliers are complying with the Teijin Group CSR Procurement Guidelines, and the results are used to determine their place in a 5-level ranking system. In addition, we conduct detailed interviews, etc., as necessary, based on the contents of each supplier's response to such survey, and request the suppliers that we consider to be at risk to create an improvement plan and we check their implementation status and provide necessary support. In FY2020, we continued to conduct detailed interviews with 22 companies in Japan and overseas that did not respond sufficiently in such survey conducted by us in FY2019 and we have confirmed, for all of them, that slavery, human trafficking and other human rights risks do not actually occur. We also conducted such survey in FY2020 and were concerned about the responses of 22 companies in Japan and overseas to the questions regarding human rights issues such as not employing children under the age of 15 years and not allowing young workers to engage in late-night work or overtime work. Accordingly, we conducted detailed interviews directly with such 22 companies and have confirmed, for all of them, that slavery, human trafficking and other human rights risks do not actually occur.

- Efforts in the business of fibers and products converting

In the business of fibers and products converting, we are making further efforts.

Teijin Frontier Co., Ltd. ("Teijin Frontier"), a Teijin Group company with an integrated value chain from material development/procurement to product realization operating on a global scale, in the business of fibers and products converting, has created an original Standards for Sustainable Procurement in Japanese, English and Chinese and sends it to its suppliers in Japan and overseas that conduct transactions on a continuous basis. In FY2020, Teijin Frontier has continued to send its Standards for Sustainable Procurement to new suppliers and also sent to suppliers of the subsidiaries of Teijin Frontier that it had not previously sent. In addition, based on the results of the above Teijin Group supplier surveys, Teijin Frontier requests its suppliers to cooperate in on-site-survey. In FY2020, Teijin Frontier could not actually visit to some factories due to the influence of COVID-19, but in that case, Teijin Frontier conducted actual condition surveys using a remote conference system to the extent possible. Consequently, Teijin Frontier was able to conduct actual condition surveys of 16 processing or sewing factories etc. in Japan and overseas, including remote surveys.

In addition, since 2014, Teijin Frontier has been holding a CSR Supply Chain Seminar every year for local processing, sewing and embroidery factories, material manufacturers, etc. with the aim of enforcing legal compliance and the protection of human rights. In FY2020, Teijin Frontier held such seminars for Vietnam, Indonesia and China respectively and two seminars for Japan, using a remote conference system due to the influence of COVID-19. The Teijin Group believes it is important to raise awareness of CSR procurement locally on an ongoing basis.

- Efforts with foreign technical intern trainees in the business of fibers and products converting

The business of fibers and products converting, which has adopted foreign technical intern trainees by utilizing the foreign technical intern training system for years, conducted its internal survey and found the fact that the foreign trainees have come to Japan by paying a large fee to the sending agency in their own country. To improve this, Teijin Frontier has launched so called, 'ZERO-FEE PROJECT' which would eliminate the foreign trainee's fee burden by having the factory that accepts the foreign trainee pay such fee from FY2019. Subsidiaries of Teijin Frontier that accept the foreign trainee have established a Code of Conduct regarding Foreign Workers and informed the supervising organization, and from FY2020, such subsidiaries have born such fee required for sending foreign trainees. In order to secure this ZERO-FEE, such subsidiaries have decided to accept foreign trainees from the supervising organization that discloses the information on fees at the sending agency. Such subsidiaries also confirm directly with the foreign trainees that they have not paid such fees.

For further information of the Teijin Group CSR procurement activities, please visit the Teijin's website at the following link:
https://www.teijin.com/csr/social/purchase_procurement/procurement.html

Whistle-blowing

Since 1999, the Teijin Group has established counseling and reporting center for all Teijin Group company employees. As of FY2020, such procedures are available in 18 languages of the Teijin Group's major bases.

We also have the reporting desk on the Teijin's website to receive notifications from other than the Teijin Group company employees, such as suppliers.

For further information of the Teijin Group whistle-blowing procedures, please visit the Teijin's website at the following link:
<https://www.teijin.com/csr/materiality5/compliance.html>

Effectiveness

In FY 2020, continuing from the previous year, we held dialogues with the leading experts who active in the fields of "Business and Human Rights", as part of reviewing the method and results of human rights due diligence in our group, confirming its effectiveness, and considering our policy for future efforts. We received the same good evaluation as in FY2019 for the mechanism of our supplier surveys, and we also received an evaluation that our attitude of making improvements internally and in cooperation with other parties concerned when human rights issues became clear is excellent, such as 'ZERO-FEE PROJECT'. On the other hand, we were pointed out that they would like to know our story of the management strategy as to what kind of issues the Teijin Group will take on challenges and produce results toward the achievement of the Sustainable Development Goals (SDGs).

In order to assess the effectiveness of the steps we are taking to ensuring that slavery and human trafficking is not taking place in our business or supply chains, we will continue to (i) conduct the human rights due diligence survey periodically, (ii) review the results of the surveys of our suppliers and (iii) monitor the number and the contents of reports made through the whistle-blowing procedures from employee, suppliers or others who convey concerns about slavery and human trafficking.

Training

The Teijin Group has been holding the Corporate Ethics Workshop every year during Cooperate Ethic Month (October) targeting all executives and employees (including contract/temporary employees) of our group. Our corporate ethics workshop includes case studies and group discussions. We have been deepening the understanding of the policies of the Teijin Group on human rights through this workshop. In FY2020, we conducted this workshop utilizing a remote conference system in consideration of the situation of COVID-19.

For further information of the Teijin Group training, please visit the Teijin's website at the following link:
<https://www.teijin.com/csr/materiality5/compliance.html>

This statement was made by Teijin Limited on behalf of itself and Teijin Group companies, and approved by the board of directors of Teijin Limited on August 3rd, 2021.

August 3, 2021

Jun Suzuki
President and CEO, Teijin Limited