

Sustainability

Respecting Human Rights

[Teijin Group Human Rights Policy >](#)

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

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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 (UNGPs)” and the International Labour Organization (ILO) standards.

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

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"; "freedom of association and the effective recognition of the right to collective bargaining in respect of employment and occupation"; and "A safe and healthy working environment," 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 >

Main Activities

The Teijin Group has made respect for the rights and dignity of all human beings its fundamental stance for achieving enhancement of the quality life, our corporate philosophy. We are 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 effective abolition of child labour", "the elimination of all forms of forced or compulsory labour", "the elimination of discrimination in respect of employment and occupation", "freedom of association and the effective recognition of the right to collective bargaining in respect of employment and occupation" and "a safe and healthy working environment" 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 five items: "Together", "Environment, Safety & Health", "Integrity", "Joy at Work", and "INnovation". we clearly express 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*

* 11 business units : 1. Aramid, 2. Carbon Fibers, 3. Resin and Plastic Processing, 4. film, 5. Composites, 6. Fibers & Products Converting, 7. Pharmaceuticals, 8. Home Healthcare, 9. IT, 10. Material New Business, and 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 abovementioned 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 UNGPs (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 violations

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

To follow up on the previous fiscal year, we conducted dialogues with international NGOs and other organizations with cooperation from Caux Round Table Japan (CRT) Japan, a third-party organization. We also evaluated risks as part of our human rights due diligence in accordance with the UNGPs and took the following measures to address the risk of potential human rights violations.

1. Education and guidance for improvement for business partners
We conducted online seminars for the business partners of Teijin Frontier Co., Ltd., both in Japan and overseas (China, Vietnam, and Indonesia), which is active in the Fibers & Products Converting Business Group, which was identified in the FY2018 human rights risk assessment as posing the greatest risks.
2. Interviews with business partners
Interviews were conducted with processing consignees 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 material changes were made.
4. Circulating the CSR Procurement Guidelines among business partners
A CSR procurement questionnaire survey was again 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
Whistleblowing reports filed in our existing whistleblowing 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.

The background and results of the above measures 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.

FY2021

To follow up on the previous fiscal year, we conducted dialogues with international NGOs and other organizations in cooperation with cooperation from CRT Japan, a third-party organization, and received the following comments.

1. Confirm whether there are any problems (such as problems concerning the freedom of association, forced labor, child labor, and discrimination) in human rights areas that are of concern to the World Benchmarking Alliance (WBA) and in particular the Corporate Human Rights Benchmark (CHRB) within the Teijin Frontier Co., Ltd., supply chain management system.
2. Determine the working conditions of foreign laborers who work for suppliers in domestic business and confirm whether any human rights issues have arisen (human rights due diligence and impact assessments).
3. Take measures to introduce complaint processing mechanisms that are not limited to the Teijin Group but also include suppliers.

4. Please make visible the management business-making process within initiatives based on the UNGPs.
5. Look into more optimal forms of active information disclosure.

In response to these comments, we evaluated risks as part of our human rights due diligence process in accordance with the UNGPs and took the following measures to address the risk of potential human rights violations.

1. With regard to human rights issues in the Teijin Frontier Co., Ltd., supply chain management system, we confirmed responses to the questions concerning human rights in the results to the CSR procurement questionnaire survey, and in cases where responses were of concern, we confirmed the details. We then interviewed business partners, such as processing consignees in Japan and overseas, believed to require confirmation with regard to human rights initiatives and implemented practical improvement activities as necessary.
2. We determined the working conditions of foreign laborers who work for suppliers in domestic business, and to confirm human rights issues relating to those workers, we conducted a survey of domestic and overseas business partners in accordance with the CSR Procurement Guidelines, as we did in the previous fiscal year. The results did not identify any human rights violations.
3. Grievance handling mechanisms We are promoting the design of a reporting system for business partners and preparing for its specific introduction.

We are currently looking into making visible the management business-making process within initiatives based on the UNGPs and more optimal forms of active information disclosure, issues that were pointed out in the dialogues.

FY2022

To follow up on the previous fiscal year, we conducted dialogues with international NGOs and other organizations with cooperation from Caux Round Table (CRT) Japan. We also evaluated risks as part of our human rights due diligence in accordance with the UNGPs and took the following measures to address the risk of potential human rights violations.

1. We conducted interviews with the business partners of Teijin Frontier Co., Ltd., including processing consignees both in Japan and overseas for whom it was considered necessary to confirm efforts pertaining to human rights. Practical guidance for making improvements was provided to these business partners, when necessary.
2. We held seminars for business partners of Teijin Frontier both in Japan and overseas (China, Vietnam, and Indonesia) as part of our efforts to educate our partners and help them make improvements.
3. We held interviews with business partners in other areas of the supply chain besides those related to Teijin Frontier to confirm the situation regarding foreign technical interns.
4. In addition to ascertaining the situation regarding foreign technical interns at business suppliers, we also carried out a survey of domestic and overseas business partners-in the same manner as FY2021-based on the Teijin Group CSR Procurement Guidelines, to confirm human rights-related issues. The survey results indicated that there were no human rights violations by our business partners.

Furthermore, 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." Once the results of the survey are compiled, we will release the details of them on our corporate website.

Survey Target

The 12 business units of the Teijin Group*

* 12 business units : 1. Aramid, 2. Carbon Fibers, 3. Resin and Plastic Processing, 4. Corporate Business Incubation, 5. Composites, 6. Fibers & Products Converting, 7. Pharmaceuticals, 8. Home Healthcare, 9. IT, 10. Material New Business, 11. Healthcare New Business, and 12. Engineering

Survey Method

Analyzing the qualitative information from the 12 surveyed business units, we evaluated geopolitical risks, product-specific risks, employment status-specific risks, and industry risks, and based on the total assessment of these risks, provided each business units with a score for human rights violation risks*.

* Please see [the FY2018 edition](#) of this section for the definition of human rights covered by this survey

Summary of Human Rights Due Diligence

	Human rights due diligence coverage rate	Ratio of human rights issues of concern	Human rights issue measures implementation rate
FY2022	100%	32%	100%

	Human rights due diligence coverage rate	Ratio of human rights issues of concern	Human rights issue measures implementation rate
Approach	Since FY2018, human rights due diligence have covered the entire Teijin Group	Ratio of the Teijin Group's sales accounted for by the Fibers & Products Converting Business, which performs sewing and processing and is a business domain in which human rights issues have been recognized	Monitoring of all 66 business partners for which human rights risks were identified through CSR procurement questionnaire survey and other means

Survey of Suppliers for Sustainable Procurement >

Plans for FY2023

To follow up on the previous fiscal year, we are proceeding with the development of human rights due diligence mechanisms in accordance with the UNGPs. At the same time, based on our human rights due diligence policy indicated below, we will continue to engage in human rights due diligence activities, reflecting the results of dialogue with external experts.

Policy

1. We will undertake human rights due diligence initiatives throughout the entire Teijin Group from perspectives that include the environment.
2. We will set human rights due diligence targets, make a commitment to human right that includes the Board of Directors, and conduct management and monitoring on a practical level.
3. We will make appropriate disclosures concerning the status of human rights due diligence.

The specific details of the plan are as follows.

1. We will examine whether our policies, regulations, supply chain guidelines, and other rules relating to human rights including the Teijin Group Human Rights Policy and Code of Conduct are consistent with social requirements and we will make revisions as necessary.
2. We will use various means including CSR procurement questionnaire surveys, on-site inspections, and interviews by individual Teijin Group companies to confirm conditions at business partners. In cases where there are concerns regarding conditions at business partners, such as low evaluation results in survey responses, we will provide guidance on making improvements as necessary.
3. We will maintain a keen awareness regarding the treatment of migrant workers within the Teijin Group and at business partners. Particularly, in Japan, we will confirm the status of registration and treatment of foreign technical interns employed by the Group as well as those employed by business partners.
4. We will implement the following measures in the Fibers & Products Converting Business Group, which was identified as having the greatest risk in the FY2018 human rights violation risk assessment:
 - a) As one aspect of the measures described in (2) above, Teijin Frontier Co., Ltd, will conduct interviews of domestic and overseas processing consignees and other business partners to confirm whether there are any human rights issues;
 - b) Teijin Frontier Co., Ltd will hold seminars addressing primarily compliance with local laws and regulations and respect for human rights for domestic and overseas business partners;
 - c) At Group companies that accept foreign technical interns, we will implement the Zero Fee Project, under which Group companies pay the fee is necessary for interns to come to Japan.
5. Grievance handling mechanisms
We will proceed with designing reporting systems for business partners and introduce concrete systems.

Dialogue with External Experts

In October 2022, our Chief Social Responsibility Officer (CSRO) (at the time) held a dialogue with overseas experts from the United Nations Development Programme and the WBA regarding human rights issues facing the Teijin Group and the status of initiatives to address these issues. During this dialogue, the CSRO provided an explanation on the details of the Group's activities to confirm their effectiveness. Opinions were also exchanged regarding methods for establishing a relationship between the human rights and environment-related issues that were

pointed out in the previous fiscal year's dialogue and implementing initiatives to simultaneously address these issues. Regarding matters pointed out, we are committed to conducting dialogues with leading global external experts and to making improvements while receiving suggestions and assessments.

Main Comments from Experts

- With regard to the Teijin Group's efforts to respect human rights, I think it is wonderful that the Group is striving to enhance engagement with external rights holders, in particular. I also commend the Group for addressing the issue of recruitment fees for foreign technical interns.
- Environmental impacts and human rights impacts are occurring simultaneously, and the Teijin Group therefore needs to give consideration to these impacts equally and at the same time. The United Nations has stated that safe, healthy workplaces themselves are a human right, so the Group must simultaneously assess environmental and human rights impacts on workers at its plants, workers at its suppliers, and local community members, among other parties.
- Teijin evaluates environmental impacts and human rights impacts in a manner that is independent from each other. However, I think it is far more desirable to evaluate these impacts together, rather than separately.
- Determining the stakeholders with whom to hold dialogue and approaching them accordingly are difficult aspects when it comes to human rights due diligence. To that end, the Teijin Group must appropriately select local partners that can be trusted.



Dialogue on human rights held with external experts (October 19, 2022)

Regular Dialogues with External Experts in Japan

To implement initiatives relating to respect for human rights in accordance with international trends and standards regarding business and human rights measures, we conduct regular dialogues between CRT Japan, an external expert organization with a deep understanding of the formation of domestic and overseas trends, and CSRO (at the time). During these dialogues, the participants engage in repeated discussions concerning the direction that the Group should take in light of the real-time status of the Teijin Group's business and its impact on human rights.

Status of Human Rights Due Diligence by the Teijin Group (CRT Japan commentary)(PDF:141KB) 

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 FY2022, we produced case study videos based on the theme of respect for human rights that were distributed across the entire Group and included subtitles in the languages of each region and country of operation.

Sustainability Awareness Activities at TEIJIN [>](#)

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 FY2022, 100 consultations and reports were received, of which 38 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 whistleblowers.

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 concerns. On an ongoing basis, we are following up on the answers received in the FY2022 CSR procurement questionnaire survey.

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 Group 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](#) >

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 FY2023(PDF:335KB) 

Modern Slavery & Human Trafficking Statement for FY2022(PDF:285KB) 

Modern Slavery & Human Trafficking Statement for FY2021(PDF:238KB) 

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 2023

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, 2023 to March 31, 2024 ("FY2023") 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 anyone from enjoying human rights and, moreover, should have a positive influence on respecting the dignity and rights of all human beings. 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 aramid, carbon fibers, resin, composites, fibers and products converting, healthcare, IT, and environment and engineering. The number of Teijin Group companies is 167 in total, including 56 in Japan and 111 overseas (as of March 31, 2024). There are 21,834 employees in the Teijin Group in total, including 9,634 in Japan and 12,200 overseas (as of March 31, 2024). Teijin Group's net sales in FY2023 are 1,032.8 billions of yen, 54.1% 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.

1) Teijin Group's Purpose

The Teijin Group has set out the Purpose of "Pioneering solutions together for a healthy planet" as its common value. Centering on that Purpose, we practice three values, (1) Empowering ourselves to address challenges, (2) Fostering growth through diversity and expertise" and (3) Safeguarding our planet and all life on it, with the aim of achieving our long-term vision: "To be a Company that Supports the Society of the Future."

2) 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/> >

3) 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 >

4) 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 due diligence processes in relation to slavery and human trafficking in our business and supply chains

In accordance with our Human Rights Policy which states the human rights due diligence, since FY2018, the Teijin Group has begun building a process for human rights due diligence to identify, prevent, mitigate and account for how we address our negative human rights impacts. Our current human rights due diligence process is as follows:

1) Human rights risk assessments and human rights impact assessments

The Teijin Group conducts human rights risk assessments every few years to identify and understand the negative human rights risks and impacts of each of our businesses. Based on the results of this risk assessments, we conduct human rights impact assessments to analyze and evaluate the identified negative human rights risks and impacts.

2) Supplier surveys

The Teijin Group implements supplier surveys every year. We have developed and launched our own CSR procurement questionnaire for surveying and rating our supplier's status of efforts on Corporate Social Responsibility (CSR). This survey utilizes a 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. Through such survey, we identify the risks of each of the suppliers. Moreover, we conduct detailed interviews, etc., with the suppliers that we consider may be at risk based on their responses. If we confirm that there is a risk, we request those suppliers to create an improvement plan and we check their implementation status and provide support as necessary.

Additionally, we adopt a database-based compliance survey of supplier in preliminary surveys when selecting new suppliers and in monitoring surveys to confirm that human rights risks do not occur at existing suppliers.

3) Dialogues

We hold dialogues with international NGOs, leading experts who active in the fields of "Business and Human Rights" and stakeholders that are potentially or actually affected by operations of our business and our supply chains.

4) Whistle-blowing

We establish counseling and reporting center, which will also have the effectiveness in identifying human rights issues that were not captured in the above series of processes.

5) Activities to prevent and mitigate negative human rights impacts

Based on the findings through the above assessment activities, the Teijin Group conducts the activities to prevent and mitigate negative human rights impacts in cooperation with our suppliers and other relevant parties.

6) Communication

The Teijin Group regularly discloses information how we address the negative human rights impacts and risks through this statement, integrated report and Teijin's website.

4. Our steps to ensure that slavery and human trafficking is not taking place in our business and supply chains

1) Human rights risk assessments and human rights impact assessments

In FY2018, the Teijin Group conducted a human rights risk assessment 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. As a result of quantitative analysis of the human rights violation risk in each business, from the two perspectives of "country / region" and "business contents", based on the characteristic of each businesses (country / region of operation and business contents etc.) and the characteristic of our suppliers of each business (place of operation, types of their products and business contents etc.), we have confirmed that in the business of Fibers & Products Converting, human rights issues are most likely to take place, particularly in the countries of Myanmar, China, Vietnam and Thailand and we continuously promote improvement in the business of Fibers & Products Converting as a high priority business.

Following the first assessment in FY2018, we conducted the second assessment from March to December 2023. The assessment targeted 12 businesses: Aramid, Carbon Fibers, Resin, Composites, Fibers & Products Converting, Pharmaceutical, Home Healthcare, IT, Material new business, Healthcare new business, Engineering, and Corporate Business Incubation. As part of the assessment, we evaluated geographical risk, product risk, employment risk and industry risk based on qualitative information about each business and quantitatively analyzed the aggregate total risk of each business as its human rights violation risk. Through this assessment, we confirmed that product risk and industry risk are increasing in the Aramid business in addition to the Fibers & Products Converting business, and are taking measures accordingly for each risk.

For further details of Teijin Group human rights risk assessments (survey), please visit the Teijin's website at the following link:

https://www.teijin.com/csr/human_rights/initiatives.html >

2) Supplier surveys

We survey our suppliers using our CSR procurement questionnaire, which includes 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. Based on the results, we give our suppliers a ranking from A to E, with suppliers ranked D and E singled out as our priority target for improvement guidance. In FY2023, we sent our questionnaire to 1,500 suppliers and received responses from 686 companies. We confirmed the details of 60 suppliers ranked D or E in the general evaluation or in the evaluation of questions regarding human rights issues and requested seven suppliers that remained at risk to submit an improvement plan.

For further details of Teijin Group supplier surveys, please visit the Teijin's website at the following link:

https://www.teijin.com/csr/materiality5/csr_procurement.html?open=tab-02#anc-04 >

3) Efforts in the business of Fibers and Products Converting

In the business of Fibers & Products Converting, which is identified as the business where human rights issues are most likely to take place, we are strengthening efforts related to supplier surveys.

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 Teijin Group's business of Fibers & 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 such as Myanmar, China, Vietnam, and Thailand that conduct transactions on a continuous basis. In FY2023, Teijin Frontier continued to send its Standards for Sustainable Procurement to new suppliers including suppliers of the subsidiaries of Teijin Frontier.

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 FY2023, Teijin Frontier was able to conduct actual condition surveys of 21 processing or sewing factories etc. in Japan and overseas, including remote surveys.

4) Efforts with foreign technical intern trainees in Japan

We recognize that, in general, there are issues with foreign technical intern trainees in Japan, such as long working hours, poor work environments, and low wages and we should address such issues.

In the CSR questionnaire survey given to our suppliers in Japan, we confirmed their status with regard to foreign technical intern trainees. Of the 126 suppliers that indicated that they were accepting foreign technical intern trainees, we confirmed that no acts of slavery, human trafficking or any other human rights violation have occurred at 124 suppliers, suspended business transactions with one supplier and requested the remaining supplier to submit an improvement plan.

The business of Fibers & 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 borne 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.

Also, we are conducting periodic survey on the treatment status of the foreign technical intern trainees employed by our suppliers. We have confirmed that there were no serious violations of the laws such as Japanese Labor Standards Act.

5) Whistle-blowing

Since 1999, the Teijin Group has established counseling and reporting center for all Teijin Group company employees.

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> >

5. Training

We not only provide education and training targeting all officers and employees (including contract/temporary employees) but also conduct activities to raise awareness of human rights among our suppliers as part of our human rights due diligence.

1) Training for officers and employees

The Teijin Group has been holding the Corporate Ethics Workshop every year during Cooperate Ethic Month (October) targeting all officers and employees (including contract/temporary employees) of our group. Our corporate ethics workshop includes case studies and group discussions. We are deepening our understanding of the policies of the Teijin Group on human rights through this workshop.

For further information of the Teijin Group Corporate Ethics Workshop, please visit the Teijin's website at the following link:

<https://www.teijin.com/csr/materiality5/compliance.html> >

Furthermore, we have organized e-learning program for employees in the business of Fibers and Products Converting. In this program, each participant takes 3 courses: beginner, intermediate, and advanced. In FY2023, 93 employees in Japan and overseas took these courses. In addition, we have adopted new training in the form of a game.

2) Training for suppliers

Every year, we ask our suppliers to confirm their human rights risks and recognize the Teijin Group's policy through our CSR procurement questionnaire survey, which asks suppliers if they are complying with the Teijin Group CSR Procurement Guidelines. We also provide each supplier with feedback on the survey results and corrective advice to promote the recognition of issues and concrete improvement.

In the business of Fibers & Products Converting, 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 FY2023, Teijin Frontier held such seminars for Vietnam, China and Japan respectively, of which the seminars for China and Japan were held using a remote conference system. The Teijin Group believes it is important to raise awareness of CSR procurement locally on an ongoing basis.

For further information of the Teijin Group CSR Supply Chain Seminar, please visit the Teijin's website at the following link:

https://www.teijin.com/csr/materiality5/csr_procurement.html?open=tab-02#anc-05 >

6. Assessing the effectiveness of our efforts to ensure that slavery and human trafficking is not taking place in our business and supply chains

1) Dialogues with external experts

To step up our efforts for ensuring that human rights are respected in line with international trends and standards related to business and human rights efforts, we hold regular dialogues with CRT Japan, an external body that has expertise in this area and is well versed in trends in and outside of Japan. We use these dialogues to understand the issues impacting human rights and the business environment surrounding the Teijin Group on a real-time basis and to discuss which direction we should take.

For further information of the dialogues between the Teijin Group and external experts, please visit the Teijin's website at the following link:

https://www.teijin.com/csr/human_rights/pdf/status_2023_EN.pdf >

2) Ongoing monitoring

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 and supply chains, the Teijin Group will continue to (i) conduct the human rights risk assessments periodically and based on the risk assessments, conduct the human rights impact assessments, (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.

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 June 4th, 2024.

June 4th, 2024

Akimoto Uchikawa
President and CEO, Teijin Limited