

## **【Declaration of Responsible Business Conduct】**

Unitika Group understands the gist of the Guidelines for Responsible Business Conduct in the Textile and Apparel Industry created by the Japan Textile Federation and the Guidelines on Respecting Human Rights in Responsible Supply Chains created by the Japanese government. In accordance with these Guidelines, the Unitika Group declares to carry out responsible business conduct and respect the human rights of rights holders including foreign technical intern trainees, with the cooperation of all relevant business partners and clients in the supply chain.

### **1. Commitment and stakeholder engagement**

In the Unitika Group Charter of Corporate Behavior and Unitika Human Rights Policy, we declare that we will conduct management that respects the human rights of all people and that we will respect the human rights of all stakeholders in the promotion of our business activities, and we have incorporated this into our management system.

In addition, based on the above commitment, we will build the internal foundations to fulfill our responsibility to respect human rights by promoting engagement with our employees, suppliers, and other stakeholders, and we will also promote engagement with our business partners, who are responsible for the supply chain of our products, to encourage them to make the same efforts as we do.

### **2. Checking human rights risks using a checklist**

We will understand the purpose of the “Guidelines for Responsible Business Conduct in the Textile and Apparel Industry” and check the human rights risks at the Company and the related business partners who are part of the supply chain of our products.

### **3. Actions to prevent and mitigate risks**

If the results of the check of the human rights risks indicate that there are issues that need to be addressed, we will prioritize them according to the severity of the human rights risk and take necessary actions to prevent or mitigate them, starting with the highest priority items.

### **4. PDCA**

We will monitor the actions to prevent and mitigate human rights risks on an ongoing basis to ensure that they remain effective. If any new human rights risks are identified as a result of the monitoring, we will take necessary actions to prevent or mitigate them.

### **5. Information disclosure**

We will publish our efforts to respect human rights on the Company’s website below.

<https://www.unitika.co.jp/e/sustainability/society/>

September 28, 2023

Unitika Ltd.

Representative Director and President, Chief Executive Officer      Shuji Ueno