

Notice of Revised Kureha Group Ethical Charter:

Kureha Manifests its Human Rights Policy and Supports UN Guiding Principles on Business and Human Rights

Kureha Corporation announced today it revised the Kureha Group Ethical Charter as follows.

1. Revisions to the Kureha Group Ethical Charter

Kureha formulated the Kureha Group Ethical Charter in 2003 and has since conducted its corporate activities with respect for human rights of its employees, consumers, customers, suppliers, community members and other stakeholders.

To support and comply with the Guiding Principles on Business and Human Rights endorsed by the United Nations in 2011 as well as Japan Business Federation's Charter of Corporate Behavior thereby revised in 2017, Kureha has updated its Ethical Charter by adding a clear statement of its policy on human rights, as detailed below.

Kureha Group Ethical Charter

In accordance with the following nine principles, Kureha commits to acting in a manner that is sympathetic to society and in compliance with the laws of Japan and other countries in which it operates.

The company's top management recognizes that it is their role to realize the spirit of the Group Ethical Charter, and ensure its implementation. In the case of any violations, Kureha's management will attempt to resolve those problems, eradicate the cause, prevent recurrence, release relevant information to the public, and implement appropriate punishment wherever necessary without exception. All of Kureha's employees will proactively act in accordance with this Group Ethical Charter throughout their daily lives.

1. We develop and provide safe and socially valuable products and services to respond to the needs of society.
2. We respect the human rights of all people affected by our corporate activities. *
3. We work to protect the global environment and ensure the safety and health of the public.
4. We value extensive dialogue with society and will provide useful, accurate and timely corporate information.
5. We respect the local community and will actively contribute to its development.
6. We comply with rules of fair competition.
7. We maintain transparent and healthy relations within the political and governmental sphere.
8. We act as a responsible corporate citizen.
9. We work to create a corporate environment that promotes mutual respect and understanding.

*Revised as of November 1, 2020

2. Related actions

In addition to updating the Kureha Group Ethical Charter, Kureha revised its Employees Code of Conduct that describes standards of behavior required for Kureha employees under the Ethical Charter, as follows. We are also preparing a new section outlining our initiatives to promote human rights on our corporate website, which will be available shortly.

Employees Code of Conduct [extract]

2. We respect the human rights of all people affected by our corporate activities.

(1) Understand and Respect Human Rights

- (a) We understand and respect international norms on internationally-recognized human rights.
- (b) When there is a disparity between the international norm and the standard required in a country or region, we strive for whichever is the higher standard.

(2) Work to Respect Human Rights

- (a) We respect human rights and work to not violate them in our corporate activities.
- (b) We take appropriate corrective action when a negative impact on human rights becomes apparent in our corporate activities.

(3) Contribute to Building an Inclusive Society

- (a) We contribute to building an inclusive society by supporting independence for socially vulnerable people who are susceptible to human rights violations.

By renewing the Kureha Group Ethical Charter, Kureha reiterates its stance and responsibilities to respect human rights and its resolve to continually act on social expectations. We will further promote initiatives to protect human rights throughout the Group and aim to become a highly trusted enterprise contributing to a sustainable society.

For further information, please contact:

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