

Mitsubishi Paper Mills Group Human Rights Policy

The Mitsubishi Paper Mills Group recognizes that respect for human rights is a critical issue. By establishing our Human Rights Policy, we are strengthening our efforts to address human rights issues in all of our business activities.

We will act in accordance with the United Nations Guiding Principles on Business and Human Rights and prevent or mitigate negative impacts on human rights both inside and outside our group.

1. Basic Principles

We act in accordance with the United Nations Guiding Principles on Business and Human Rights, and support and respect all relevant international and domestic norms. We strive not only to avoid negative impacts on human rights ourselves but also to prevent or mitigate negative impacts if they are being indirectly contributed to by our actions, or if they are directly linked with our business, products, or services through business relationships.

2. Human Rights Due Diligence

To fulfill our responsibility of respecting human rights as described in the United Nations Guiding Principles on Business and Human Rights, we will establish a human rights due diligence system, in addition to our "Philosophy and Guidelines on Human Rights and Labor" and "Basic Policy on Material Procurement".

3. Remedy

If we learn that our organization is associated with causing, contributing to or linking to negative impacts on human rights, we will endeavor to remedy the situation through dialogue and procedures. If the laws and regulations of a country differ from internationally recognized human rights norms, we will adhere to the higher standard. As a mechanism for handling complaints in accordance with our guiding principles, we operate a hotline that can be used for consultation and reporting, which is open to all officers and employees.

4. Awareness and Education

To ensure understanding and effective implementation of this policy, we will provide awareness-raising instruction and education to all officers and employees.

5. Information Disclosure

We will disclose and report on the progress of our human rights initiative in a timely manner.

Established: March 31, 2023

Mitsubishi Paper Mills Limited

President & CEO KISAKA Ryuichi