UCC Group Human Rights Policy

1. Our Approach to Human Rights

The UCC Group(*1)'s purpose is to "Unlocking the power of coffee for a better world," and we continue to pursue new possibilities for coffee and take on the challenge of creating unprecedented coffee value.

In addition, among the five values that all UCC Group employees should have in common, we include "collaboration and co-creation" and "ethics and responsibility." We understand the importance of always acting on our own conscience while maintaining high ethical standards with an emphasis on collaboration and co-creation with all stakeholders and partners who share our aspirations as the basis of our daily actions.

In order for our business to develop in a long-term and sustainable manner, we must not only provide excellent products and services, but also comply with laws and regulations and fulfil the ethical responsibilities that society requires. Since we believe that a better world is based on “respecting human rights,” which are the fundamental rights that all people are born with, we have established the UCC Human Rights Policy.

The UCC Group Human Rights Policy is also reflected in “the UCC Group Code of Conduct for UCC Group Employees” and “the UCC Group Supplier Code of Conduct”, which sets expectations for suppliers, and is positioned as a high-level policy on “respect for human rights” in the “UCC Group Responsible Procurement Principles”.

When formulating this policy, we obtained professional insights from experts. We believe it is important to continue our efforts to further deepen our understanding through dialogue with our stakeholders, including our employees and suppliers.

The UCC Group will contribute to a better world where people's dignity is protected by deepening our understanding of the various human rights issues in the countries where we operate, and by being actively involved in resolving these issues together with our suppliers.

2. Scope of Application

The UCC Group Human Rights Policy is applicable to all employees of the UCC Group (including full time employees, temporary employees, fixed-term employees and migrant workers) and the executives. Moreover, we ask the suppliers with whom the UCC Group has a regular business relationship*2 to respect the Policy, and to work together for continuous improvement. In addition, we expect that it will be supported not only by the suppliers but also by other stakeholders directly related to the UCC Group's business, products, or service.

3. Respect for international norms and compliance with laws and regulations related to human rights

The UCC Group is committed to respecting internationally recognized norms and complying with national laws related to human rights. This includes the following:

- International Bill of Human Rights
    - Universal Declaration of Human Rights
    - International Covenant on Civil and Political Rights
    - International Covenant on Economic, Social and Cultural Rights
- the ILO Declaration on Fundamental Principles and Rights at Work

- the ILO Core Labour Standards (5 Areas 10 Conventions)
    - the effective abolition of child labour (C138, C182)
    - the elimination of all forms of forced or compulsory labour (C29, C105)
    - the elimination of discrimination in respect of employment and occupation (C100, C111)
    - freedom of association and the effective recognition of the right to collective bargaining (C87, C98)
    - occupational safety and health (C155, C187)
- the United Nations Guiding Principles on Business and Human Rights
- UK Modern Slavery Act (2015)
- Australia Modern Slavery Act (2018)
- Convention on the Rights of the Child

UCC Group respects efforts beyond legal compliance, understanding that where the provision of law, supplier's own policy and the norms above address the same subject, the provision that provide the greatest protection shall prevail.

4. Human Rights Policy

The UCC Group has established the following important issues, in order to realize respect for human rights, which is a prerequisite for us to conduct business.

(1) The UCC Group respects the human rights of those affected by any of its business activities and will make effort to prevent human rights violations in its value chain.

(2) The UCC Group has zero tolerance for all forms of forced or compulsory labour, including trafficked labour.

(3) The UCC Group has zero tolerance for the use of child labour. The UCC Group especially prohibits the use of worst forms of child labour, which is detrimental to the child's development, such as the use of trafficked child labour, and use of child labour when applying pesticides et al.

(4) The UCC Group will not engage in acts that harm the dignity of individuals, such as violence, harassments or discrimination based on age, race, creed, nationality, language*3, religion, belief, social origin, gender, sexual orientation, gender identity, or disability. In addition, we will pay particular attention to individuals or groups who may be at greater risk of human rights violations due to their vulnerability or marginalization, such as women, children, indigenous peoples, people with disabilities, foreign workers, and sexual and gender minorities.

(5) The UCC Group guarantees the workers right to freedom of association (right to organize unions and collective bargaining).

(6) The UCC Group appropriately manages wage payments and working hours.

(7) The UCC Group's policies and procedures strive to ensure a safe, hygienic, and comfortable working environment and to support the health of each and every person working in the world.

(8) The UCC Group understands the importance of work-life balance for each person working in the world and strives to support its realization.

(9) The UCC Group will respect the diversity of human resources attributes and values and strive to improve diversity so that each and every person working around the world can grow and play an active role regardless of race, nationality, gender, etc

(10) The UCC Group complies with the acts on the protection of personal information and related laws and regulations to properly handle personal information.

5. Governance for Human Rights

The UCC Group has established a Senior Committee on Sustainability, comprising Group Directors and executives responsible for key areas. At the monthly sustainability meetings, we examine various sustainability-related actions including efforts to respect human rights, from a global perspective, and promptly resolve any issues that arise.

Furthermore, the Board of Directors of UCC Holdings is responsible for observing the Group's commitment to human rights and overseeing its efforts, and receive reports on the progress of important issues.

We will continue to strengthen and implement various initiatives related to the UCC Group's human rights policy by establishing this kind of governance system.

6. Education and Training

UCC Group will provide appropriate education and training to its executives, employees, and as necessary business partners and suppliers to ensure that the Policy is integrated into all its business activities and is implemented effectively.

7. Human Rights Due Diligence

To fulfil its responsibilities regarding respect for human rights in accordance with procedures described in the United Nations Guiding Principles on Business and Human Rights, the UCC Group will establish and continuously implement human rights due diligence mechanisms. "Human rights due diligence" here means the ongoing process of identifying, preventing, mitigating, and accounting for the negative human rights impacts of the UCC Group's business. We will also disclose the progress of human rights through UCC Group's website in Japanese and English as appropriate.

The result of the human rights risk assessments show that the potential human rights risks associated with the raw materials are particularly high, and we will continue to work on and promote responsible sourcing initiatives, including sustainable coffee sourcing.

8. Stakeholder Engagement and Remedy

The UCC Group will continue to engage in dialogue with stakeholders in its human rights efforts. Moreover, when it becomes clear that the UCC Group's business, products, or services have caused or contributed to adverse human rights impacts, the UCC Group will provide or cooperate with remediation by appropriate means.

9. Grievance Mechanism

The UCC Group has become a member of JaCER (Japan Center for Engagement and Remedy on Business and Human Rights), a non-judicial grievance redressal platform that complies with the

United Nations Guiding Principles on Business and Human Rights. We have set up a point of contact for redress for any adverse impact on human rights that may occur in and out of the UCC group's value chain, in order to take appropriate responses when needed.

When receiving a report through JaCER, we will ensure the anonymity of the whistleblower and the confidentiality of the content of the report, and we promise to protect the whistleblower from any disadvantage as a result of reporting.

We have also set up a customer contact point for consumers to receive any feedback regarding the UCC Group's products, services, initiatives, etc. Furthermore, we have established the Heart's Com Line as a reporting point for UCC Group employees, and we accept consultations regarding violations of laws and internal regulations, labour troubles, harassment, etc.

Regarding the grievance mechanism in collaboration with JaCER, we will disclose it on the UCC Group's website and separately widely announce it through daily communication with people in the value chain both domestically and overseas.

*1 "The UCC Group" in this policy means UCC Holdings Pte. Ltd. and its subsidiaries.

*2 "The suppliers with whom the UCC Group has a regular business relationship" means an essential partner in the production, delivery and provision of the UCC Group's products, services or total coffee solutions.

***3** Language here does not necessarily mean language ability of the worker. The discrimination prohibited is limited to those with indigenous languages and different accents of language.