

## **Overview of Human Rights Impact Assessments Conducted by Mitsui Chemicals Group in FY2023**

### **Background**

In 2021, we conducted a human rights risk assessment with the cooperation of the CRT Japan Committee. Through this assessment, we confirmed that the indirect employees of our manufacturing sites (dispatch workers and contractors) may be in a vulnerable position and require particular attention, and that of the 32 countries in which the Group operates, eight countries are considered to have high human rights risks.

In FY2023, with the cooperation of the Global Alliance for Sustainable Supply Chain (hereinafter the ASSC), we chose Indonesia and India out of those eight countries, taking into consideration their priorities for our business, the number of manufacturing sites, and the number of workers indirectly employed. We then conducted human rights impact assessments of our manufacturing sites in the two countries.

### **Objectives of Human Rights Impact Assessments**

#### **(1) Identifying Human Rights Risks**

By visiting sites and conducting interviews and inspections, we aim to identify and evaluate the negative human rights impacts the Group may have on rights holders through human rights impact assessments.

#### **(2) Addressing Actual Negative Human Rights Impacts/Human Rights Risks**

We aim to prevent and mitigate actual negative human rights impacts identified through this assessment by evaluating them in accordance with Mitsui Chemicals Group's Human Rights Policy, which includes relevant policies, international standards, and the laws of the countries or regions where our business activities take place.

### **Implementation Details**

In October 2023, we visited two manufacturing plants in Indonesia and India. We conducted interviews with management, reviewed documents, inspected plant premises, interviewed dispatch companies/subcontractors, and interviewed workers, including those employed indirectly (eight workers at each site). Please note that this assessment did not include surveys of suppliers or local residents.

### **Key Points for Review**

Based on the results of the human rights risk assessment, we examined the human rights risks of workers, particularly those in vulnerable positions, from the following perspectives:

- Working conditions
- Occupational health and safety
- Workers' rights (including non-regular employees)
- Rights of migrant workers (including domestic migrants)
- Access to remediation

**Implementation Results**

As far as we could ascertain through the interviews conducted, this survey did not find any human rights violations or evident negative impact on the human rights of indirectly employed workers.

**Implementation Results**

Each company, employment agency, and subcontracting company is reviewing, discussing, and implementing the following measures to address the potential human rights risks that have been identified as requiring our attention.

**Indonesia**

- Provide comprehensive written information about employment conditions, including salary, during recruitment and employment of dispatch workers.  
(Completed)
- Update employees about procedures for dealing with hazardous material leaks and the function of internal reporting opinion boxes, and confirm their understanding.  
(Completed)

**India**

- Establish a grievance committee as mandated by Indian law.  
(Completed)
- Reaffirm the importance of occupational health and safety measures, including the use of protective gear and the effectiveness of evacuation route maps, and implement any necessary actions.  
(Completed)
- Further enhance communication between labor and management.  
(Ongoing, utilizing internal events, etc.)
- Propose to dispatch companies/subcontractors (employers) the creation of opportunities for dispatch/subcontractors employees to properly understand their working conditions, such as the use of welfare benefits and opportunities for promotion.