

Meiji Group Procurement Policy

We, Meiji Group, support NDPE policy (No Deforestation, No Peat, No Exploitation), and strive to be cognizant of legal compliance, fairness, transparency and anti-corruption, etc. in our raw materials procurement activities. In addition, we work with our suppliers to fulfill our social responsibilities, including human rights, the environment and animal welfare.

Policy Scope

All raw materials procured by Meiji Group

Principles for Action

1. Based on “Meiji Group Policy on Human Rights” and “Meiji Group Environmental Policy”, we cooperate with our suppliers to procure sustainable raw materials that meet the following standards.
 - a. Comply with all applicable laws and regulations, including the laws of the countries and regions in which we operate, and international law.
 - b. Perform appropriate procedures to prevent bribery and protect confidential information, and so on.
 - c. Ensure appropriate working conditions that respect human rights for all workers, including women and immigrants. These working conditions include fair, equitable and transparent employment, as well as prohibition of child labor and forced labor.
 - d. Ensure safe and secure work environments in factories and farms. These work environments include measures for accident prevention for workers and emergency preparedness.
 - e. Respect the land rights of indigenous and local peoples when using or expanding land. These rights include obtaining the unconstrained consent of impacted parties through prior and informed decision-making.
 - f. Mitigate environmental impacts in supply chain by reducing CO₂ and other greenhouse gas emissions, conserving water resources, preventing air, water and soil pollution, engaging in proper soil management, and reducing waste, etc.
 - g. Ensure that agricultural chemicals and fertilizers (including pesticides) are safely stored, handled, used and disposed of. Prevent the use of prohibited agricultural chemicals, and reduce the amount of chemicals used.
 - h. Do not allow production on land converted from natural ecosystems, such as forests and peatlands, etc. having high carbon storage capacities.
2. We conduct procurement activities that place the highest priority on quality and safety to ensure our customers’ peace of mind.
3. In accordance with “Meiji Group Anti-Corruption Policy”, we prohibit the acceptance of improper benefits (money, gifts, entertainment, or other benefits of value) beyond a scope

deemed proper by social convention, and we endeavor to eliminate corruption.

4. We conduct ongoing surveys of actual conditions in the major materials supply chain to ensure traceability.
5. Based on “Meiji Group Biodiversity Conservation Activity Policy”, we commit to understanding our dependence on, and the impact of raw materials procurement activities on biodiversity. We also commit to conserving and regenerating biodiversity.
6. We pursue animal welfare initiatives in our supply chain in accordance with the Five Freedoms espoused by the World Organisation for Animal Health (WOAH):
The Five Freedoms
 - (1) Freedom from hunger, malnutrition and thirst
 - (2) Freedom from fear and distress
 - (3) Freedom from heat stress or physical discomfort
 - (4) Freedom from pain, injury and disease
 - (5) Freedom to express normal patterns of behaviour
7. Our suppliers shall establish systems to identify and manage the risks associated with all matters specified in this policy.
8. We publish an annual report on our procurement activities related to major raw materials.

Established in April 2016

Amended in February 2020

Amended in March 2024