

## Group Sustainability Basic Policy

The Fuji Seal Group (hereinafter referred to as "FSG") upholds Our Credo "Each day with renewed commitment, we create value through packaging" and together with all stakeholders, contributes to the realization of a sustainable society through packaging.

Our mission is "Fuji Seal will impact to realize the Circular Society that brings peace and happiness to all through packaging." FSG plays an essential role in society and fulfills supply responsibilities in both normal times and emergencies.

In addition to the basic policies on "Health and Safety"<sup>1</sup>, "Environmental Management"<sup>2</sup>, "Chemical Substance Management"<sup>3</sup>, "Quality"<sup>4</sup>, "Information Security"<sup>5</sup>, and "Anti-Bribery and Corruption"<sup>6</sup> described below, FSG also promotes sustainability management by complying with the "Group Human Rights Policy", "Group Diversity, Equity & Inclusion (DE&I) Policy", "Group Human Resources Policy", "Group Customer Contracting Policy", "Group Purchasing Policy" and the "Group Tax Policy".

### Health and Safety Policy<sup>1</sup>

FSG believes that it is important to have a workplace where all employees and stakeholders can work safely, in physically and mentally in order to protect their lives and human rights.

FSG recognizes that ensuring occupational health and safety for all FSG employees, officers, business partners, manufacturing partners, and other subcontractors in the workplace is the most important foundation of our business activities. We will develop our business based on this policy, set targets, and conduct company-wide activities to achieve them. In addition, if FSG identifies deficiencies of occupational health and safety by business partners, and other related parties, FSG will request that appropriate measures are taken in accordance with the purpose of this policy.

(1) Continuous Improvement of the Occupational Health and Safety Management System and Risk Reduction Initiative

FSG will establish and continuously improve the occupational safety and health management system. FSG also recognizes and identifies hazardous and harmful factors related to business activities and will work to eliminate or reduce them.

(2) Compliance with Applicable Laws and Regulations

We will comply with laws, regulations, and agreements concerning occupational safety and health in the countries and regions in which we conduct business activities.

(3) Fostering Safety Awareness through Education

We will continuously provide necessary and sufficient education to ensure safety and health, in addition to fostering safety awareness.

(4) Support for Maintenance and Promotion of Health

We will continue to support the health maintenance and promotion of all FSG officers and employees of FSG (including temporary employees; hereinafter referred to as "FSG officers and employees").

(5) Information disclosure

FSG will disclose information regarding this policy and its initiatives in an accurate and transparent manner.

## **Environmental Management Policy** <sup>・2</sup>

FSG's environmental philosophy is to address environmental issues, which are of common importance to all humankind, and to realize a bright future and a livable global environment through its business activities that take environmental aspects into consideration.

FSG aims to solve environmental issues such as climate change, conservation of biodiversity, and depletion of resources by developing, producing, and supplying products that are friendly to people and the environment with the participation of all employees.

(1) Reduction of greenhouse gas emissions

In response to climate change, FSG will strive to reduce greenhouse gas emissions from all business activities by reducing energy consumption, suppressing waste generation, and promoting the effective use of resources in manufacturing and transportation, not

only at FSG but also throughout the supply chain.

(2) Conservation of biodiversity

FSG will continue and develop its initiatives for the conservation of biodiversity and sustainable use of ecosystem services and will avoid or minimize the impact of its overall business activities on biodiversity.

(3) Reduction of waste generation

In response to resource depletion, FSG will strive to reduce waste generated by customers, end consumers, suppliers, partners, and FSG by promoting product design and development that enable improved manufacturing efficiency and reduced use of raw materials.

(4) Effective use of resources

With the aim of realizing a circular society, FSG will make effective use of waste generated by customers, end consumers, suppliers, partners, and FSG through initiatives for procurement of recycled materials, design of products that can be recycled and reused, and establishing a recycling infrastructure.

(5) Conservation of water resources

With the aim of conserving water resources, FSG will strive to properly manage water discharged from all of its business activities and reduce water consumption.

FSG will also make efforts to contribute to solving water resource issues through the development of technologies and the supply of products.

(6) Prevention of local pollution and contamination by harmful substances

For the health and safety of people in local communities, customers, employees, and end consumers, FSG will strive to protect the environment by preventing local pollution or contamination to air, water, and soil through promoting appropriate management and reduction of use of chemical substances with high environmental impacts.

(7) Sustainable Raw Material Procurement

Aiming to reduce the environmental impact throughout the value chain, FSG will promote the procurement of raw materials with consideration for sustainability. FSG will also strive to give priority to the use of environmentally friendly certification systems where

available.

(8) Compliance with laws and regulations

As part of our corporate responsibility to protect the environment, FSG will consider and implement measures to achieve standards that meet or exceed those set forth in laws and regulations regarding environmental protection.

(9) Management of environmental activities

FSG will establish a management system to reduce environmental impact throughout the supply chain and ensure compliance with international environmental standards.

(10) Promotion of communication

FSG will strive to build a relationship of trust with our stakeholders by disclosing environment-related information to help them better understand our efforts to address environmental issues, while at the same time increasing opportunities for their engagement.

## **Chemical Substances Management Policy** <sup>\*3</sup>

(1) Compliance with Laws and Regulations, and Social Norms

FSG complies with all laws, regulations, and internal rules related to chemical substance management.

FSG strives to prevent occupational accidents and incidents, maintain a healthy work environment, and to preserve the ecosystem and environment by fully understanding the risks associated with chemical substances.

(2) Responsibilities for Products

FSG implements integrated management of chemical substances, from the procurement of raw materials to manufacturing and supply. FSG provides information related to chemical substances required by our customers and business partners in a timely and appropriate manner.

(3) Responsibilities for Occupational Health and Safety

FSG strives to create a safe and healthy working environment through risk management by identifying all sources of hazard from chemical substances.

When using chemical substances, to prevent workplace accidents and incidents FSG educates those who work with such substances on how

to handle them properly.

#### (4) Corporate Social Responsibilities

FSG manages chemical substances used according to their impact on people and the environment.

With regard to chemical substances that have an impact on the environment, FSG strives to develop alternative technologies and to reduce the use of such substances.

### **Quality Policy** <sup>\*4</sup>

(1) The quality in FSG is not limited to products and services, but aims to achieve quality that meets all requirements, including price, delivery, speed, safety, and consumption. We will fulfill our responsibilities to realize a regenerative society by improving the quality of our whole business.

(2) We aim to create unique high-quality products, services and business models with high-value-added that are rich, happy, pleasant, and reliable to society and consumers as well as packaging that is friendly to people and the environment.

(3) All FSG employees will always have a high awareness of the issues and thoroughly implement the \*Sangen Principle (現場 Actual place/ 現物 Actual part/ 現実 Actual situation) and practice quality improvement that addresses the essence of problems and issues.

\* Sangen Principle; go to the site, make a direct observation, and determine the facts

### **Information Security Policy** <sup>\*5</sup>

FSG recognizes the importance of "information" and maintaining necessary and proper information security management systems.

(1) FSG will establish and comply with information security management systems that satisfy applicable laws and regulations, as well as customer requirements related to information security.

(2) We will implement information security education and training to raise company-wide awareness and knowledge and conduct information security audits on a regular basis.

(3) Any FSG Personnel who violates information security rules shall be

punished according with internal rules.

(4) To ensure the confidentiality, integrity, and availability of information assets, we will take necessary pre- and post-measures against the risks of information destruction, falsification, loss, destruction, or leakage.

(5) To maintain and improve information security, we will continuously review and improve our information security system in response to legal system, social conditions, audit results and other factors.

### **Anti-Bribery and Corruption Policy** <sup>\*6</sup>

#### (1) Prohibition of Bribery

FSG personnel shall not give, offer, promise, or receive any bribe directly or indirectly to any person.

#### (2) Prohibition of Entertainment and Gifts to Public Officials

FSG personnel shall not engage in bribery (including so-called "facilitation payments" (small payments made to facilitate and expedite routine administrative procedures) to public officials or persons equivalent to public officials, etc.\*<sup>1</sup> in order to obtain improper benefits, etc.

#### (3) Prohibition of Bribery by Third Parties Including Consultants

FSG personnel shall not instruct third parties such as consultants, agents, or distributors to commit bribery. Nor will they knowingly condone the act or any indication of bribery by third parties.

#### (4) Compliance with Related Laws and Regulations

FSG personnel will comply with this policy and the laws and regulations related to the prohibition of bribery in the relevant countries or regions\*<sup>2</sup> (hereinafter referred to as "related laws and regulations").

#### (5) Establishment and operation of anti-bribery management systems and regular monitoring, inspections, and evaluations at Group companies

FSG shall establish and operate appropriate anti-bribery management systems at each Group company in accordance with the characteristics and risks of the country and region in relation to anti-bribery, and shall regularly monitor, inspect, and evaluate the anti-bribery management system to ensure it is properly implemented

and to continuously improve it.

(6) Thorough Recordkeeping and Management of Accounting Books and Records

FSG shall record information in the accounting books accurately and factually and shall manage related documents in accordance with the local rules of each group company in order to demonstrate their compliance with this policy and related laws and regulations.

(7) Duty to Report Suspected Violations

FSG personnel must promptly report any suspected violation of this policy, related laws, and local rules of each group company to the Compliance Department of each group company in order to take appropriate measures in a timely manner.

(9) Penalties (in case of violation)

If FSG discovers any act that violates or may violate this policy or related laws and regulations, it will conduct a rigorous internal investigation and fully cooperate with the relevant authorities and other relevant parties.

FSG will take strict disciplinary measures against FSG personnel who violate this policy or other local laws, regulations or rules in accordance with the local rules of each group company in addition to legal responsibilities as individuals.

(Notes)

1.

- Persons in legislative, administrative, or judicial positions in foreign countries (including foreign local governments)
- Persons of a foreign public organization (an organization established by special laws and regulations to perform specific affairs concerning the public interest) who perform official duties for a foreign country
- Officials of a public enterprise, etc. who perform official duties for a foreign state.
- Officials or administrators of public international organizations

2.

- Japan: Unfair Competition Prevention Law
- United States: Foreign Corrupt Practices Act (Foreign Corrupt Practices Act, "FCPA)
- United Kingdom: Bribery Act 2010 (Bribery Act 2010)



·Other similar laws under or related to the Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.

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