



Fuji Seal Group

Sustainable Supply Chain Guidebook

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Revised: September 2024



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Group Sustainability Policy

The Fuji Seal Group (hereinafter referred to as FSG) is committed to solving ESG issues and contributing to the realization of a sustainable society together with all our stakeholders through packaging under Our Credo: Each day with renewed commitment, we create new value through packaging.

- We play an essential role in society and fulfill our supply responsibilities in both normal times and emergencies. We provide a healthy and safe work environment for our employees. We strive to ensure responsible consumption and production patterns along with our customers and business partners through mutual trust and study based on fairness and justice. We engage in open and proactive dialog with all our stakeholders.
- We have identified materiality issues in our sustainability efforts. All materiality issues have a significant impact on society, and each is directly related to FSG's vision: Our Value to People and the Planet, and our proactive impact is to realize the regenerative society.



Group Purchasing Policy

The Fuji Seal Group (hereinafter referred to as FSG) has established the Our Credo – "Each day with renewed commitment we create new value through packaging", stated in [the Code of Ethics](#), to comply with all applicable laws and regulations in each country and region in which the Group conducts its business activities in a sincere and ethical manner (compliance). We have established this policy as part of our management activities to put this policy into practice.

Article 1 (Compliance with laws and social norms)

Article 2 (Criteria for purchase selection)

Article 3 (Consideration for the Environment)

Article 4 (Consideration for Society)

Article 5 (Communication with Society)

Group Purchasing Policy **URL** https://www.fujiseal.com/en/csr/pdf/group_purchasing_policy.pdf


Basic Policy for Corporate Governance **URL** <https://www.fujiseal.com/en/csr/pdf/gabanansu.pdf>

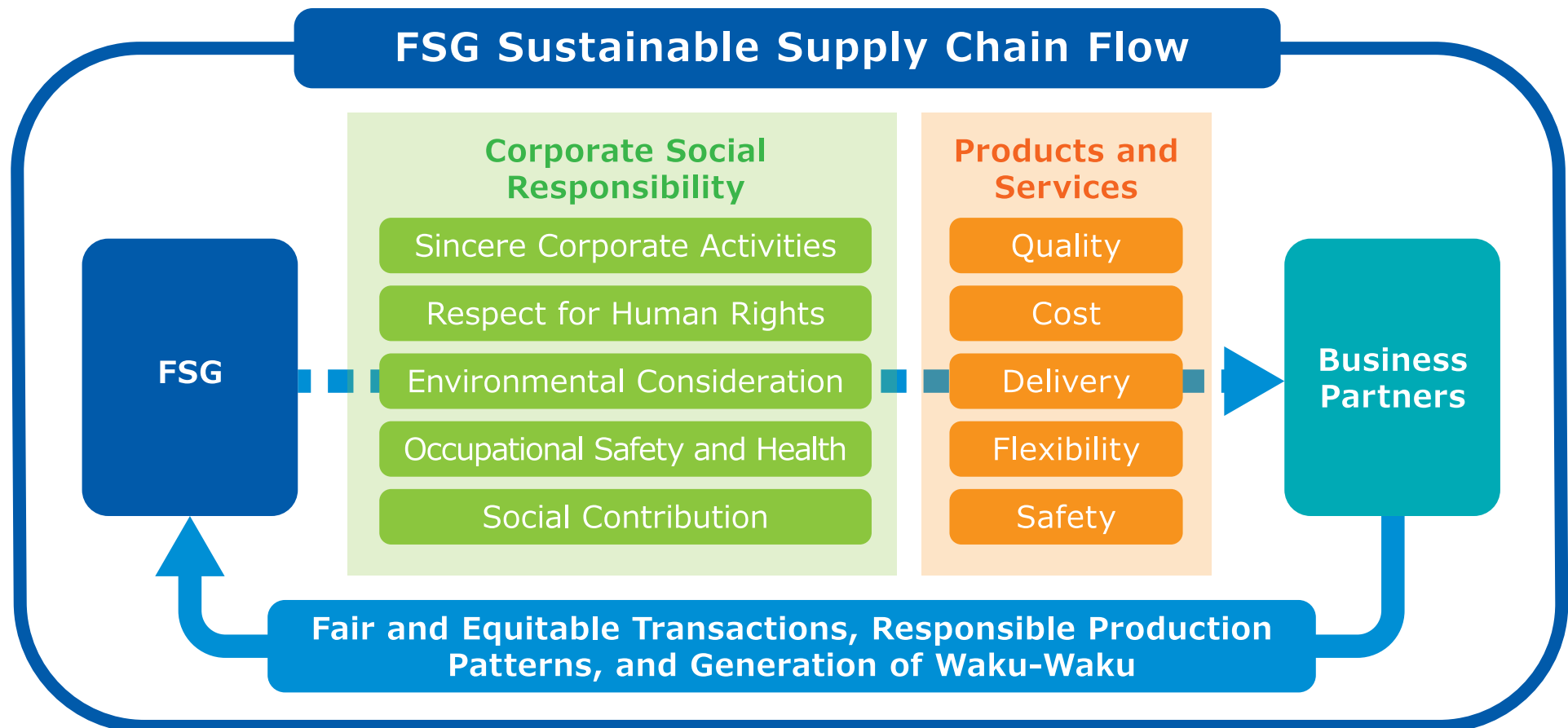
FSG asks our business partners (suppliers and subcontractors of goods, services, and other) to understand and agree with purpose of the Requests for FSG Business Partners to comply with FSG.

※This policy covers all raw materials procured by FSG.

※This policy will be reviewed regularly in response to changes in laws, regulations, and other social requirements.

FSG Sustainable Supply Chain

To remain committed to Our Proactive Impact to Realize the Regenerative Society, in conducting business activities based on FSG Code of Ethics, we have established [Requests for FSG Business Partners](#) , and ask our business partners to understand, agree with, and comply with the purpose of the Course of Action. Based on fairness and justice, we will achieve responsible production patterns through mutual trust and study, and generate Waku-Waku with our business partners.



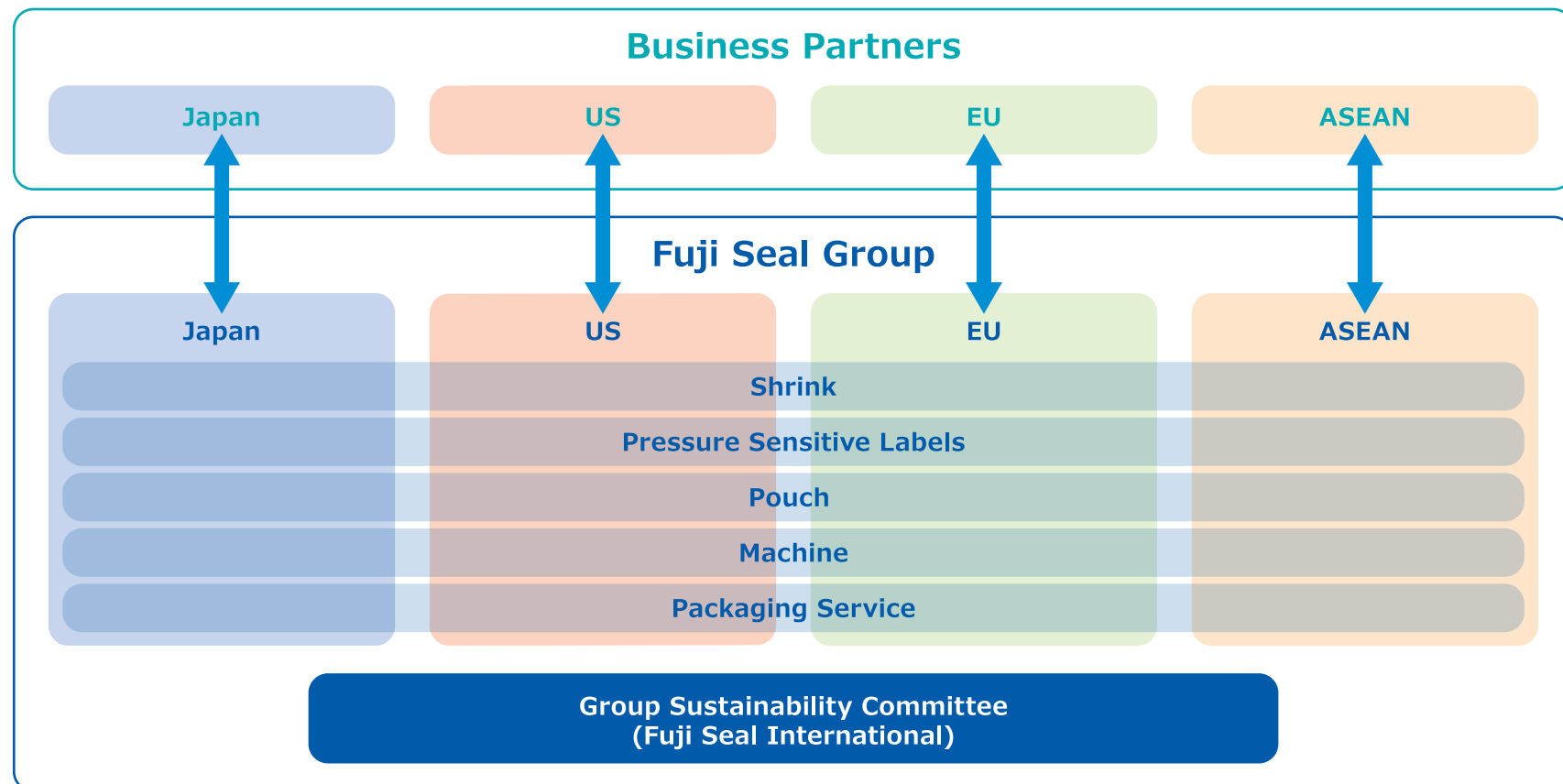
Cooperation FSG Seeks from Our Business Partners

We have compiled more specific standards based on “FSG Code of Ethics” and “FSG Business Partners” in the “FSG Sustainable Supply Chain Guidebook”, which we share with our business partners to promote sustainability activities together. To ensure that our business partners also fulfill their social responsibilities, we ask them to agree with our “FSG Business Partners” in our basic trade agreements. We conduct a “FSG Sustainable Supply Chain Questionnaire” with our Business Partners once a year to better understand their actions and to support the implementation of this Guidebook according to their needs. We also conduct regular on-site and online audits to ensure responsible production practices through more intensive communication.



Regarding Fuji Seal Group's Sustainable Supply Chain Questionnaire

“FSG Sustainable Supply Chain Questionnaire” will be reviewed annually by the FSG Sustainability Committee. For existing business partners, the questionnaire will be conducted once a year. For new business partners, at the start of the first transaction. All businesses and regions of the Group conduct the annual questionnaire simultaneously. For global suppliers we do business within multiple regions, we conduct the questionnaire for each region from which we procure.



Requests for FSG Business Partners ①

Fuji Seal Group ("FSG") is engaged in business activities based on the FSG Code of Ethics in order to continue to be a "company that contributes to realize the regenerative society". Based on fairness and equitability, the FSG is committed to creating excitement with our business partners through mutual trust and study. FSG requests our business partners to understand and agree with the purpose of this Policy and to comply this Policy together with FSG.

Scope

This policy applies to FSG business partners (suppliers and subcontractors of goods, services and other).

Chapter 1 Compliance

Chapter 2 Human Rights

1. Respects for Human Rights
2. Equal Employment Opportunity
3. Prohibition of forced and child labor
4. Sound Employment and Labor
5. Work environment
6. Diversity Management and Personnel System

Chapter 3 Safety and Health

1. Securing Safety/Health
2. Compliance with Laws and Regulations
3. Health Promotion

Chapter 4 Quality

1. Safety of Products and Services

Chapter 5 Environment

1. Environmental Management
2. Effective Use of Resources
3. Reduction of Greenhouse Gas Emissions
4. Compliance with Laws and Regulations
5. Conservation of Water Resources
6. Reduction of Waste Generation, Prevention of Local Pollution and Contamination by harmful substances
7. Development of Products
8. Biodiversity Protection
9. Procurement of raw materials with Sustainability and Transparency
10. Information Disclosure

Chapter 6 Fair Trade

1. Fair Competition
2. Gifts and Entertainment
3. Antisocial Behavior

Chapter 7 Relationship with Local Communities

Chapter 8 Management and Record keeping of Information and Asset

1. Personal Information
2. Intellectual Property
3. Confidential Information

Requests for FSG Business Partners ②

Whistle-blower System

Our business partners who become aware of any non-compliance or threat of non-compliance regarding FSG's activities may report or consult with "Whistle-blower System" established by each FSG region. In this case, the anonymity of our business partners who report or consult with us is protected, the content of the consultation is kept strictly confidential, and any disadvantageous treatment of the informant is prohibited.

In Closing

This policy will be reviewed periodically in response to changes in laws, regulations, and other social demands. The latest information will be posted on our website. In addition, FSG may request our business partners to cooperate with us on the status of compliance with this policy and our efforts, including through the questionnaire. FSG asks for your understanding. FSG requests our business partners to comply with this policy.

Enacted on 15 January 2021

Group Chemical Substances Management Policy

The Fuji Seal Group(hereinafter referred to as FSG) established Our Credo – “Each day with renewed commitment we create new value through packaging”, stated in the Code of Ethics, to comply with all applicable laws and regulations in each country and region in which the Group conducts its business activities in a sincere and ethical manner(compliance).

We have established this policy as part of our management activities to put this policy into practice.

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

Article 2 (Management of Chemical Substances)

Article 3 (Responsibilities for Products)

Article 4 (Responsibilities for Occupational Health and Safety)

Article 5 (Corporate Social Responsibilities)

Group Chemical Substances Management Policy

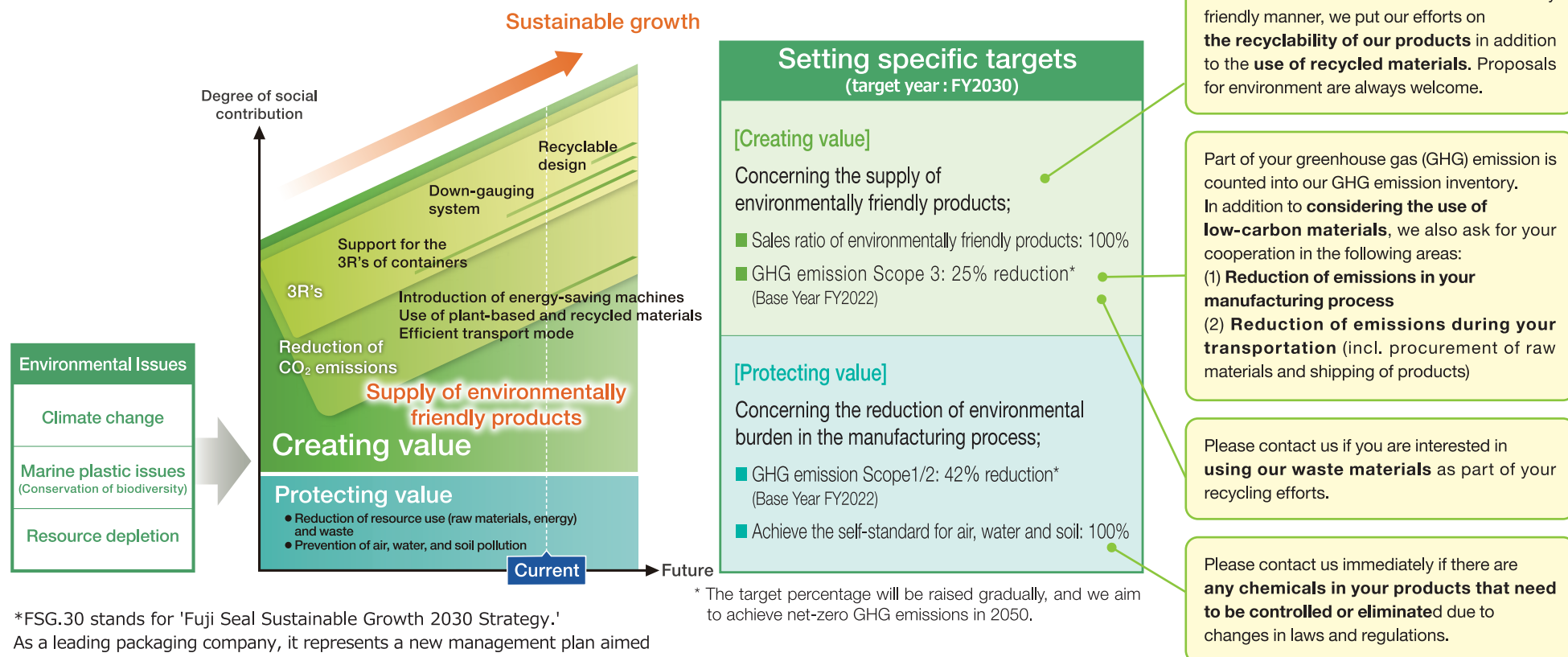
URL <https://www.fujiseal.com/en/csr/pdf/group-chemical-substances-management-policy.pdf> 

* In accordance with the policy above, we may ask our business partners to disclose information on chemical substances.
We appreciate your understanding and cooperation.

Established:9th Nov 2021

Supplemental Information : FSG Environmental Initiatives

FSG has an environmental vision that focuses on the development and supply of environmentally friendly products based on efforts to reduce environmental burden in the manufacturing process to solve the major environmental issues stated below. We maintain this principle in our management plan for 2030 set in FSG.30*, which requires us to achieve higher climate change-related targets while maintaining the high-level figures we have already reached in environmental KPIs, with a view to reducing low-carbon transition risks and acquiring more low-carbon transition opportunities. We will work towards achieving our goals and would appreciate the support and cooperation of all our business partners.

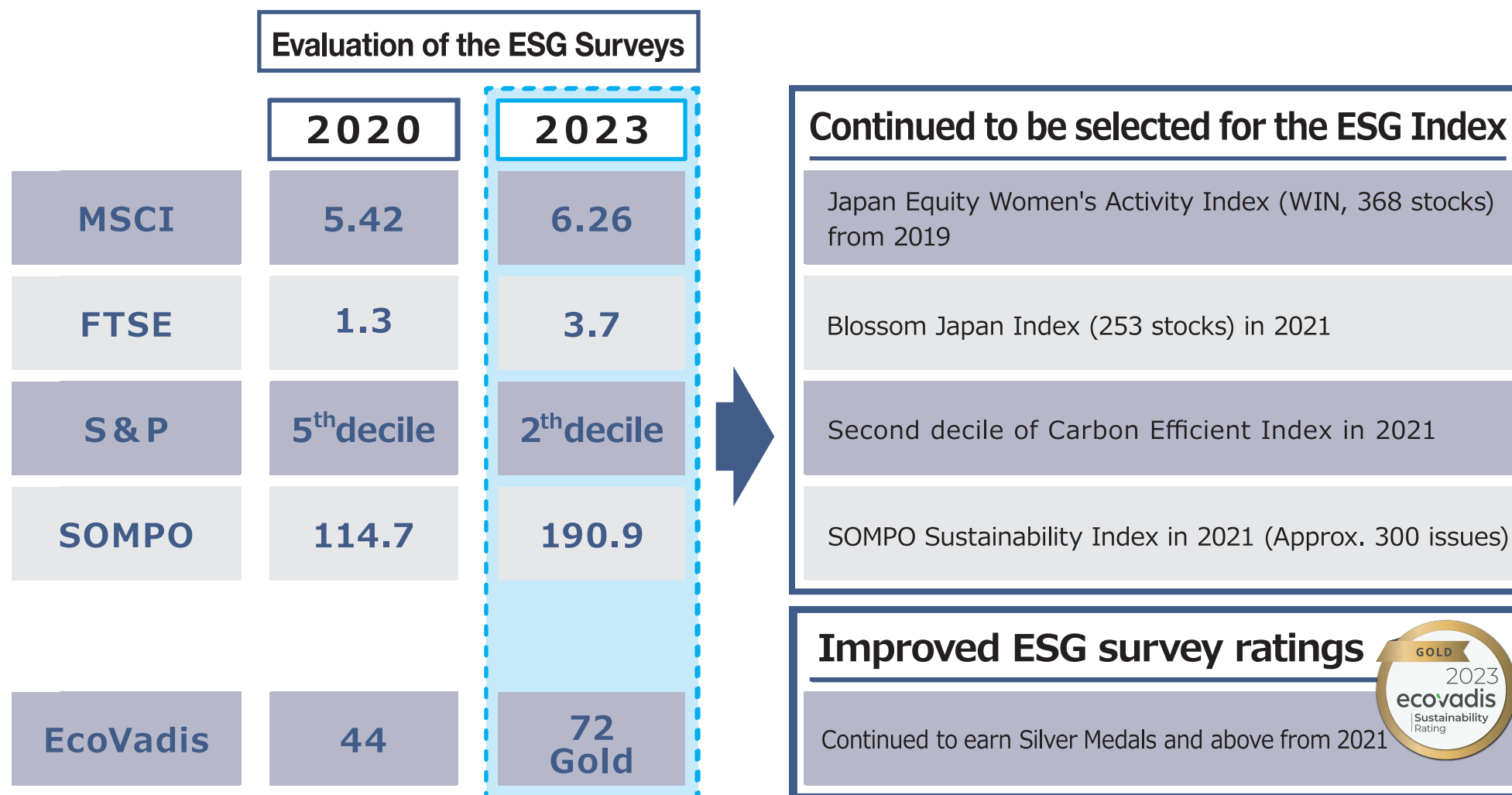


*FSG.30 stands for 'Fuji Seal Sustainable Growth 2030 Strategy.'

As a leading packaging company, it represents a new management plan aimed at realizing a circular and sustainable society. The plan envisions a future where everyone can live safely and happily, with 2030 set as the target year for achieving these goals.

* The target percentage will be raised gradually, and we aim to achieve net-zero GHG emissions in 2050.

Supplemental Information : Improving Evaluation of the ESG Surveys



Continue to promote ESG-related information disclosure

■ Participating in the United Nations Global Compact (UNGC)

FSG endorsed the philosophy of the Global Compact (UNGC) advocated by the United Nations and signed it on July 23, 2021. UNGC encourages companies and organizations around the world to support and practice, to the extent influential, international norms on human rights, labour, the environment, and anti-corruption. As an operating company aiming to contribute to the realization of a sustainable society, FSG endorses the principles of UNGC and promotes activities in accordance with the FSG Code of Ethics and UNGC Ten Principles.

WE SUPPORT



■ Acceptance of the Task Force on Climate-Related Financial Disclosures (TCFD)

On July 8, 2021, Fuji Seal Group (“FSG”) expressed its endorsement to the recommendations made in June 2017 by the Climate-Related Financial Disclosure Task Force (TCFD) established by the Financial Stability Board. In line with TCFD's recommendations, we began

disclosing information on climate-related business risks and business opportunities on our website last fiscal year. Going forward, we will continue to reflect this information in our management strategy and further disclose information in an effort to enhance corporate value as we move toward a low-carbon society.

