

## **CSR Action Guidelines for Supply Chains**

### **<Core Principles>**

Since its foundation, Mitsubishi Corporation has adhered to three corporate principles which have guided its corporate philosophy and which place considerable emphasis on the importance of its corporate social responsibilities. Moreover, Mitsubishi Corporation's Corporate Standards of Conduct state that the company will develop its business activities in compliance with all relevant laws and international regulations and that it will act responsibly and respect the highest social standards. The Corporate Standards of Conduct also underline Mitsubishi Corporation's dedication to preserving the global environment and pursuing sustainable development through all aspects of its business activities.

### **<CSR Action Guidelines for Supply Chains>**

Mitsubishi Corporation conducts various trading models and must manage supply chains according to the characteristics of each industry therein. In order to communicate Mitsubishi Corporation's basic stance regarding supply chains, the company has established the following "CSR Action Guidelines for Supply Chains" which it expects all suppliers to embrace, understand and abide by:

#### **1. Forced Labor**

Suppliers shall employ all employees of their own free will with no employee being subject to forced or bonded labor.

#### **2. Child Labor**

Suppliers shall not employ people under the minimum legal working age of the country in question.

#### **3. Safe and Healthy Working Environments**

Suppliers shall work to provide employees with safe and healthy working environments.

#### **4. Freedom of Association**

Suppliers shall respect the right of employees to associate freely and for these groups to negotiate working environments, wages and other matters with employers.

#### 5. Discrimination

Suppliers shall strive to ensure equal opportunities in the work place and shall not engage in discrimination with regard to recruitment and employment practices.

#### 6. Abuse and Harassment

Suppliers shall respect employees' human rights and must not tolerate abuse or any form of harassment.

#### 7. Working Hours

Suppliers shall ensure that employees' working hours and use of leave entitlements are appropriately monitored so as not to infringe upon any statutory regulations.

#### 8. Suitable Remuneration

Suppliers shall pay employees at least the statutory minimum wage and shall not unreasonably reduce wages.

#### 9. Consideration for Environmental Issues

Suppliers shall work to protect the environment and will consider the environmental impact of their business activities on local communities and ecosystems.

#### 10. Information Disclosure

Suppliers shall disclose information with respect to the aforementioned matters in a timely and appropriate manner.