

The Nisshin Oillio Group Supplier Guideline

The Nisshin Oillio Group's core concept is the pursuit of "good flavor, health and beauty" based on vegetable oils and fats and other food-related technologies developed over the years. Our mission is to enrich people's lives and to continue contributing to social and economic development by creating and providing new values to society.

The Nisshin Oillio Group Supplier Guideline sets out our expectations for our suppliers in hopes of promoting our initiatives toward realizing and developing a sustainable society while sharing values and cooperating with each other.

As a forerunner of this guideline, The Nisshin Oillio Group Basic Procurement Policy was established in June 2018, as the ground rule for all procurement activities, including raw materials and services. In view of being a responsible corporate group, we formulated this policy based on our recognition that it is important that our initiatives are practiced not only by the Group but also by our partners throughout the supply chain to develop and realize a sustainable society. Furthermore, we have also established the Palm Oil Sourcing Policy, Soybean Sourcing Policy, and Cacao Sourcing Policy to overcome social and environmental issues that we face in procuring our main raw materials.

We would like our suppliers to review and acknowledge the objective of The Nisshin Oillio Group Supplier Guideline; and to disseminate and comply with it, as well as promote it to upstream suppliers.

If there is any inconvenience relating to this guideline, the Group will work together with suppliers to find a solution. We kindly ask for your cooperation.

1. Scope of Application

This guideline applies to all suppliers related to the products and services of the Group.

2. Legal Compliance

Suppliers must comply with all laws and regulations and generally accepted standards of the countries and regions where they operate.

3. Proper Corporate Activities

(a) Anti-Corruption

Suppliers must not engage in or be complicit in any corrupt behavior, such as offering or accepting bribery or improper gain.

(b) Fair Competition

Suppliers must not engage in unreasonable restraint of trade such as private monopolization, cartels, or any other conduct that impedes free and fair competition.

(c) Confidentiality and Personal Data Protection

- Suppliers must obtain any and all confidential information and personal information through

legitimate means. Suppliers must appropriately manage, protect, and endeavor to prevent leakage or loss of such information.

- Suppliers must endeavor to build preventive measures and train staff in order to protect and prevent leakage or loss of such information.

4. Safety and Quality

All products and services provided by suppliers must satisfy applicable laws and regulation of the countries and regions where they operate, The Nisshin Oillio Group Quality Policy, and the safety and quality standards required by the Group.

To ensure safety and quality, suppliers must make best efforts to obtain information of the raw materials they use in products from the beginning of the supply chain and shall cooperate in disclosing information upon being requested by the Group.

5. Respect for Human Rights, Occupational Health and Safety

(a) Respect for Human Rights

Suppliers must respect all human rights provided in the International Bill of Human Rights issued by the United Nations, the OECD Guidelines for Multinational Enterprises, and the ILO Declaration on Fundamental Principles and Rights at Work and must commit to them upon acknowledging and agreeing to The Nisshin Oillio Group Human Rights Policy.

(b) Child Labor and Forced Labor

Suppliers must not engage in any kind of child labor in any stage of their operations. Suppliers must not employ any person under the legal working age stipulated by laws and regulations of the countries and regions where they operate. Any form of forced labor including, but not limited to, slave labor, labor extracted through mental or physical coercion, and human trafficking must not be tolerated.

(c) Occupational Health and Safety

Suppliers must provide safe and hygienic workplace environments in accordance with laws and regulations of the countries and regions where they operate.

(d) Wages and Working Hours

Suppliers must pay wages that meet or exceed the legal minimum standard and appropriately manage working hours in accordance with laws and regulations of the countries and regions where they operate.

(e) Discrimination

Suppliers must not tolerate discrimination based on gender, age, ethnicity, race, nationality, socioeconomic status, religion, secular and spiritual beliefs, disability, gender identity or sexual orientation, etc.

(f) Harassment and Inhumane Treatment

Suppliers must not condone any kind of harassment that diminishes the dignity of any person or any harsh or inhumane treatment including, but not limited to, abuse and corporal punishment.

(g) Freedom of Association and Right of Collective Bargaining

Suppliers must respect freedom of association and the right of collective bargaining in accordance with laws and regulations of the countries and regions where they operate.

(h) Rights of Local Residents and Indigenous People

Suppliers must respect the rights, cultures, and customs of local residents and indigenous people in regions where they operate.

6. Environment

- Suppliers must faithfully comply with environmental legislation and standards of the countries and regions where they operate.
- Suppliers must engage in activities in light of The Nisshin Oillio Group’s Environmental Philosophy and Environmental Policy, The Nisshin Oillio Group Biodiversity Policy, and The Nisshin Oillio Group Water Policy.
- Suppliers must take part in conserving natural capital (soil, air, water, plants, animals) and minimize any adverse impact their business operations may have on the environment.
- Suppliers must make efforts to monitor environmental indicators (greenhouse gas emissions, water consumption, waste discharge, etc.) to identify initiatives for an environmentally-sound value chain.

7. Whistleblower Protection

If an employee reported to the supplier regarding any information or practice that is against the objectives of this guideline or filed a complaint, the supplier must respond appropriately to such matter. Suppliers must prevent retaliation and give due consideration to privacy and confidentiality of the whistleblower.

This guideline may be subject to change due to social and/or environmental conditions.

Established on March 1, 2024.

Policies Relating to The Nisshin Oillio Group Supplier Guideline:

The Nisshin Oillio Group Basic Procurement Policy

https://www.nisshin-oillio.com/english/sustainability/supply_chain/procurement_policy.html

Palm Oil Sourcing Policy

https://www.nisshin-oillio.com/english/sustainability/supply_chain/procurement_policy_palm.html

Soybean Sourcing Policy

https://www.nisshin-oillio.com/english/sustainability/supply_chain/procurement_policy_soy.html

Cacao Sourcing Policy

https://www.nisshin-oillio.com/english/sustainability/supply_chain/procurement_policy_cacao.html

Environmental Philosophy and Environmental Policy (Japanese Only)

<https://www.nisshin-oillio.com/company/sustainability/environment/index.html>

The Nisshin Oillio Group Biodiversity Policy (Japanese Only)

https://www.nisshin-oillio.com/company/sustainability/environment/biodiversity_policy.html

The Nisshin Oillio Group Water Policy (Japanese Only)

https://www.nisshin-oillio.com/company/sustainability/environment/water_policy.html

The Nisshin Oillio Group Human Rights Policy

https://www.nisshin-oillio.com/english/sustainability/human_rights/

The Nisshin Oillio Group Quality Policy (Japanese Only)

<https://www.nisshin-oillio.com/company/safety/quolity/>