

Sustainable Palm Oil Procurement Policy

1. Our company is engaging in procurement activities for palm oil that are sustainable and responsible, and we aim to switch entirely to RSPO-certified products by 2027.
2. Our company supports the NDPE Principles (No Deforestation, No Peatland Development, and No Exploitation), and we procure from suppliers that comply with the items below. Furthermore, we check the relevant circumstances periodically, and if there are any violations, we take appropriate measures such as giving guidance on improvements and suspending transactions.
 - Adherence to RSPO Principles and Standards 2018
 - During expansion of palm tree plantations, conservation and restoration of high-conservation-value areas, high-carbon-stock areas, and peat swamp forests
 - Prohibition of new development of peatlands, regardless of depth
 - Support for small-scale palm oil farmers
 - Respect for right of self-determination and rights of indigenous peoples and local communities
 - Compliance with laws and ordinances of countries and regions in which business activities are carried out; implementation of fair transactions that take into consideration international rules and customary practices; and prevention of corruption
 - Prohibition of forced labor, child labor, and human trafficking, and prohibition of discrimination, harassment, and inhuman treatment regarding workers (prohibition of retaining of worker identification documents)
 - Respect for rights of all workers
 - Prohibition of discrimination based on sexual orientation, gender, religion, race, disability, age, politics, marital status, or nationality
 - Implementation of responsible recruitment activities regarding all workers, including migrant workers, contract workers, and temporary workers
 - Efforts aimed at work environments and living environments that are safe and healthy
 - Compliance with national laws and regulations related to freedom of association and collective bargaining of employees
 - Prohibition of unfair practices and unjust disciplinary procedures
 - Ensuring of minimum wage and living wage for workers
 - Efforts aimed at fair employee benefits
 - Respect for rights, security, and anonymity of human rights defenders, whistleblowers, and complainants

November 17, 2023

Revised on November 1, 2024

Nihon Emulsion Co., Ltd.