

Sumitomo Bakelite Co., Ltd.

February 1, 2024

Sumitomo Bakelite Co., Ltd. announces its establishment of "Human Rights Policy for the Group of Sumitomo Bakelite Co., Ltd."

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Sumitomo Bakelite Co., Ltd., Tokyo, Japan, (TOKYO:4203 HQ: Shinagawa-ku, Tokyo, President and Representative Director: Kazuhiko Fujiwara): Sumitomo Bakelite Co. Ltd (the "Company") announces that as of February 1, 2024, the Company has established "Human Rights Policy for the Group of Sumitomo Bakelite Co., Ltd." to serve as a guideline for its group's efforts to respect human rights in its group's business activities.

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This policy has established in accordance with international standards on human rights such as the United Nations' "Guiding Principles on Business and Human Rights" and Japanese Government's "Guidelines on Respecting Human Rights in Responsible Supply Chains". And this policy was approved by the Company's Board of Directors after passing through the Company's Sustainability Promotion Committee.

From now on, the Company and its subsidiary companies (the "Group") will use this policy as a guideline for the Group's efforts to respect human rights in the Group's business activities, and will continue to "implementing human rights due diligence" and "designing and implementing effective grievance mechanisms" as required by the afore-mentioned UN Guiding Principles and Japanese government guidelines, etc.

[Human Rights Policy for Group of Sumitomo Bakelite Co., Ltd.](#)

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