

CSR Activity Report (CSR Guideline Activity Reports)

Ethics and Compliance

Ensure all executives and employees uphold a sense of responsibility, fairness and high ethical standards, and act with a keen sense of compliance to maintain the trust of society



Basic Approach

Toray Group's corporate philosophy is "Contributing to society through the creation of new value with innovative ideas, technologies and products."

To deliver on this commitment, Toray Group is contributing to society by leveraging innovative technologies and advanced materials to tackle important global issues. This efforts requires that the Group earn and maintain the trust of diverse stakeholders by ensuring that its business activities comply with the laws and regulations of the countries where it does business, and by always acting with integrity.

Top management is taking the initiative by giving the highest priority to securing compliance, and by requiring that the Group and its suppliers facilitate ethics and compliance practices.

Related Policies

Internal Rules for Ethics and Compliance

Toray Industries, Inc. has established a set of internal rules for ethics and compliance, together with related standards and procedures. These internal rules set out the framework for practicing corporate ethics and legal compliance, and they are designed to foster a healthy corporate culture. The rules also outline how to respond to issues, identify causes and prevent recurrence, as well as initiatives to be taken by group companies in and outside Japan.

Ethics & Compliance Code of Conduct

Toray Group has established the Ethics & Compliance Code of Conduct as an important rule which every Toray Group executive and employee must comply with.

> [Ethics & Compliance Code of Conduct](#)

Structure

Toray Industries has established an Ethics and Compliance Committee, which is chaired by the president with membership comprising the Company's vice-presidents. At this committee, management and workers come together to consider and discuss policies related to corporate ethics and compliance. The status of the whistle-blowing system in Toray Group, including number of reports (consultations) received through hotlines and the outline of the cases, are reported to directors by the Ethics and Compliance Committee.

In fiscal 2022, the Ethics and Compliance Committee convened twice to deliberate on and discuss the results of fiscal 2021 initiatives, action plans for fiscal 2022, and the progress of implementation thus far. The committee also discussed individual measures such as the implementation of Compliance Month and collaboration with safety activities.

In each workplace, Toray Group is shifting away from a top-down approach to compliance measures, with the general manager of the division or department taking the lead on initiatives. Instead, a middle-up/middle-down approach starts with mid-level employees, who formulate and carry out the activities deemed necessary in their workplace and then report to top management with feedback based on their experience with the implemented activities.

In initiatives for group companies around the world, Toray Group has established the Affiliate Companies' Compliance Meeting and the Overseas Affiliate Companies' Compliance Meetings under the Ethics and Compliance Committee. Through these committees, the Group is promoting compliance activities in each company, country and region.

CSR Roadmap 2022 Targets

CSR Roadmap goals

1. No major cases throughout the Toray Group of non-compliance with or violation of bribery regulations, antitrust laws, etc
2. Implement monitoring to raise ethical and compliance awareness throughout Toray Group
3. Enhance awareness-raising and educational activities relating to corporate ethics and compliance

Main Initiatives and Key Performance Indicators

	KPI
(1) Aim for no major cases of non-compliance with or violations of laws and regulations	2-①
(2) Practice appropriate transactions based on free, fair, and transparent market competition	-
(3) Prohibit any association with organized criminal groups or other anti-social forces and take a firm stance against them	-
(4) Conduct internal legal audits and improve problems found in the audits	2-②
(5) Appropriately operate a whistle-blowing system	-
(6) Thoroughly disseminate the Ethics & Compliance Code of Conduct	-
(7) Provide information and implement education on major laws and regulations and other compliance-related matters	2-③

Key Performance Indicator (KPI)	Target			Fiscal 2022 Result
	Fiscal 2020	Fiscal 2021	Fiscal 2022	
2-① Number of major violations of laws or ordinances	0	0	0	0
2-② Implementing internal legal audits of group companies, group companies improving problems found in internal legal audits in the previous year (%)	Audits: Conduct at Toray Industries, Inc. and its group companies in and outside Japan Percent that improved: 100% for all audits by the following fiscal year			Improvement rate: 100% ¹
2-③ Group companies providing information and implementing education on major laws and regulations and other compliance-related matters (%)	100%	100%	100%	100%

Reporting scope : Toray Group

¹ No problems found in the previous year's audit

Related Materiality for CSR

- Ensuring Ethics and Compliance

* Click [here](#) for the Materiality View of CSR Roadmap 2025 (PDF:392.4KB). [PDF](#)

* Click [here](#) for a PDF summary of the relationships between materiality, associated CSR Roadmap 2022 main initiatives, KPIs and progress achieved, up to fiscal 2022 (PDF: 1.6MB). [PDF](#)

Looking to the Future

With the slogan “Have the Integrity to Do the Right Thing in the Right Way,” since fiscal 2018, Toray has been promoting initiatives including the following four principles for taking more effective action to ensure compliance.

Compliance Action Principles

- **B** : Be fair, be honest and have Integrity
- **E** : Encourage respect and communication
- **A** : Adopt a genba² approach – Look to the facts!
- **R** : Responsibility as a member of our excellent company



² Genba is the Japanese word for “actual worksite.”

Under the name “Mission BEAR,” taking its acronym from the first word of each principle, Toray Group companies establish action plans and execute initiatives in line with the actual conditions of each company.

Toray Group performs regular follow-up to check the progress of each group company. Outstanding initiatives are shared with other companies in the Group, which are encouraged to independently enhance their compliance activities.

In fiscal 2022, Toray Industries continued to assist compliance initiatives at group companies and actively share compliance-related best practices such as Compliance Month, as well as sharing and utilizing compliance awareness survey results and collaboration with plant safety activities. Through these efforts, the Company strengthens the Group’s overall risk response by emphasizing factors unique to each region and type of business while reinforcing integrity driven corporate culture.

Click [here](#) for the main initiatives and KPIs for CSR Guideline No. 2 “Ethics and Compliance” during the CSR Roadmap 2025 period (fiscal 2023–2025). [PDF](#)

CSR Activity Report (CSR Guideline Activity Reports) - Ethics and Compliance

Establishing a Corporate Culture of Total Respect for Ethics and Compliance

Toray Group Ethics & Compliance Code of Conduct

CSR Roadmap 2022
Main Initiatives (6)(7)

The Ethics & Compliance Code of Conduct was updated in June 2023, and is an important set of rules that must be followed by every Toray Group executive and employee, including contracted, part-time and dispatched workers. This code of conduct is subject to periodic review by the Ethics and Compliance Committee, which is chaired by the president with membership comprising the Group's vice-presidents, and the results are reported to the directors. All of the employees are fully informed of this code of conduct.



[Download \(472KB\)](#)

[PDF](#)

Distribution rate of the Toray Group Ethics & Compliance Code of Conduct

CSR Roadmap 2022
Main Initiatives (6)(7)

Distribution rate of the Toray Group Ethics & Compliance Code of Conduct

100%

Toray Group

Toray Group translates and distributes its code of conduct in eight languages (English, Chinese, Korean, Thai, Malay, Indonesian, Spanish, and Hungarian) to ensure that Toray Group employees around the world understand the content.

Major Contents of Toray Group Ethics & Compliance Code of Conduct

1. Compliance for safety and the environment

(1) Working environment

We must protect the health and safety of ourselves and our co-workers by maintaining safe equipment, working conditions and working procedures. Besides following related laws and company rules, we should continue to take an active part in safety initiatives, with the aim of reducing workplace accidents to zero. Also, we should be mindful of the importance of close communication in promoting mental health in the workplace. Showing respect for others helps to create a positive and healthy work environment for all.

(2) Caring for the environment

We must follow all laws and company rules that relate to the environment, disaster prevention and the handling of chemical substances, based on the principle that we must leave the environment in a better state.

We should strive to reduce the impact that our business activities, products and services have on the environment, while also promoting diversity and sustainable use of resources.

2. Compliance for quality

(1) Safe and satisfactory products

We must always act according to the law and in the interests and spirit of product safety to ensure that we continue to make safe and satisfactory products in response to requirements of our customers. Also, we must understand the requirements of our customers appropriately, and design, manufacture and provide products in response to such requirements. If a problem should arise, we must respond quickly.

(2) Quality data management

We must obtain, forward, store and confirm quality data in agreed ways, and correctly inform customers of the data as necessary to ensure that we continue to keep our promise to customers. We as a company do not permit quality data falsification.

3. Compliance for human rights

(1) Respect for the character and individuality of employees

We must respect the individuality of every Toray Group employee and must not engage in spiteful treatment or discrimination.

We must respect the privacy of other employees and handle personal information with the utmost care.

(2) Preventing harassment and discrimination

We as Toray Group do not tolerate any form of harassment or discrimination, including sexual harassment and power harassment.

(3) Respect for the human rights of all stakeholders

We will not infringe on human rights or be complicit in infringing on the human rights. We must respect international human rights norms and act consistently with the Toray Group Policy for Human Rights.

4. Compliance for fair business activities

(1) Competing fairly

We must not participate in cartels or other illegal concerted practices, unfair treatment of business partners, or any conduct violating competition laws of each country/region.

We must not give or receive bribes both in relation to public officials and other business partners, or participate in any other form of corrupt practice. We must follow relevant laws and company rules in making political contributions and charitable donations.

We must accurately communicate information about the quality, functions and price of our products and services so as not to mislead our business partners and end users.

(2) Fair transaction and asset management

All transactions including purchase, sales and payment of expense must be done appropriately in accordance with the law and general accounting principles.

All company assets such as inventories and fixed assets must be controlled, used and maintained for business purpose only.

(3) International trade control and security trade administration

We must follow the relevant laws and regulations and comply with appropriate import and export procedures and trade controls when purchasing, exporting or importing products, machines, materials and samples, or when sharing our technology overseas, to avoid violation of sanctions imposed by the United Nations and governments such as the United States.

(4) Compliance with applicable laws in general

We must acknowledge that a violation of laws and regulations could undermine trust in the company, and comply with any and all laws and regulations including those related to;

- Insider trading
- Shut off of any relationship with antisocial forces
- Conflicts of interest

5. Compliance for intellectual property

(1) Respect for intellectual property rights of others

We must ensure that we do not infringe intellectual property rights of others, either intentionally or as the result of insufficient investigation.

6. Compliance for information management

(1) Information management

When we become aware of confidential information owned by either Toray Group or others, we must not disclose, publicize or use such information for unauthorized purposes both during and after our employment at Toray Group.

When handling personal information as part of our work, we must follow company policies for protecting such information and manage such information carefully and appropriately.

(2) Reporting and public disclosures

We must make disclosures as required by law and follow the Toray Group's Information Disclosure Principles with the aim of providing full, fair, accurate and timely reports and public disclosures about our business.

Major violations of laws or ordinances

CSR Roadmap 2022
Main Initiatives (1)

Number of major violations of laws or ordinances

■ Reporting scope
Toray Group

■ Target in fiscal 2022
0

Result in fiscal 2022

0

Group companies providing information and implementing education on major laws and regulations and other compliance-related matters (%)

■Reporting scope	■Target in fiscal 2022
Toray Group	100%

Result in fiscal 2022

100%

Toray Industries posts links to information on CSR and legal compliance on its corporate intranet. Toray Group circulates important information about legal and compliance matters that are highly relevant to its business in Japan and other countries. Group companies implement workshops to examine these matters and study cases of corporate misconduct in an effort to foster discussion in the workplace.

Since fiscal 2012, Toray Industries has provided online training courses on Toray ethics and legal compliance for all executives and employees, including contracted, part-time and dispatched workers. In addition to training designed to instill an understanding of the Ethics and Compliance Code of Conduct and whistleblowing system, the Company sets specific course themes for each year on such topics as anti-corruption/bribery, human rights, and harassment. In fiscal 2022, the Company provided training on the Toray Group Ethics & Compliance Code of Conduct and the Group's whistleblowing system. Participation in this course was 96.4% of targeted employees. In a survey of participants who took part in the online course, 60.8% responded that they "understand" the content of the Ethics and Compliance Code of Conduct, and 38.9% responded that they "understand to some extent." Toray Industries will continue to disseminate information and provide education to ensure that ethics and legal compliance is even more fully understood moving forward. Group companies in Japan are using these materials to implement their own training.

In fiscal 2022, in response to inappropriate actions relating to UL certification, the Company provided thorough company-wide compliance education that included an introduction to the case, analysis of the causes, and countermeasures to address the issue.

- > [For more information on the Toray response to this matter, please refer to:](#)
[Response to Inappropriate Actions Relating to UL Certification in the Toray Resins Business](#)

Expanding the Whistleblowing System

Toray Industries established the Corporate Ethics and Legal Compliance Helpline as a whistleblowing system in fiscal 2003 and expanded the system to include all Toray Group companies in Japan in fiscal 2010. In 2022, the Company revised its internal rules in accordance with revisions to the Whistleblower Protection Act that went into effect in June of the same year. Executives, employees who have been retired for a year or less, and business partners were added as users of the whistleblowing system, and a provision regarding the designation of those who respond to reports to the whistleblowing system (whistleblowing report responders) was also added. Further, Toray Industries endeavored to encourage greater use of the whistleblowing system by, for example, providing examples of how to utilize the system.

The Company ensures that employees have access to alternative means of reporting and consulting such as via internal contact points at its offices and plants or directly to the secretariat of the Ethics and Compliance Committee via email or a dedicated form on the corporate intranet.

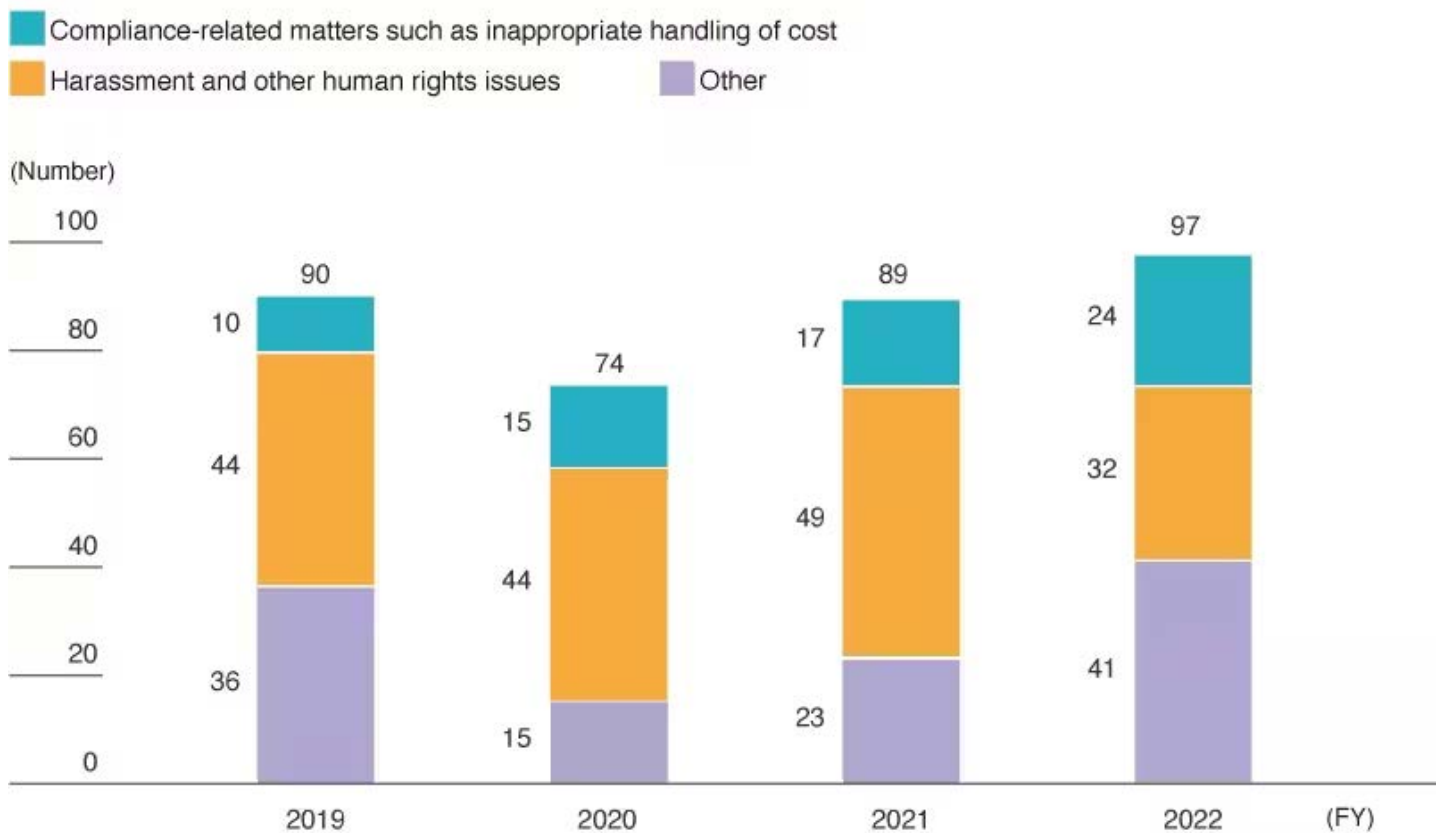
In addition, each Toray Group company in Japan has established a Helpline contact point. Moreover, Toray Industries has also created an external Helpline contact point shared by all group companies in Japan to make it easier for employees to report and consult.

Each group company outside Japan has also established a Helpline contact point (internal, outside, or regional contact points). These Helpline contact points have been in operation at all companies since fiscal 2017. Toray Group has worked to resolve reported issues, while carefully confirming circumstances in interviews and investigations, based on the laws, customs, and other regulations of each country and region.

Since fiscal 2016, Toray Industries has also maintained an additional whistleblowing system for group companies to directly report serious misconduct such as violations of antitrust laws and bribery, and it is working to inform all Toray Group companies about the system.

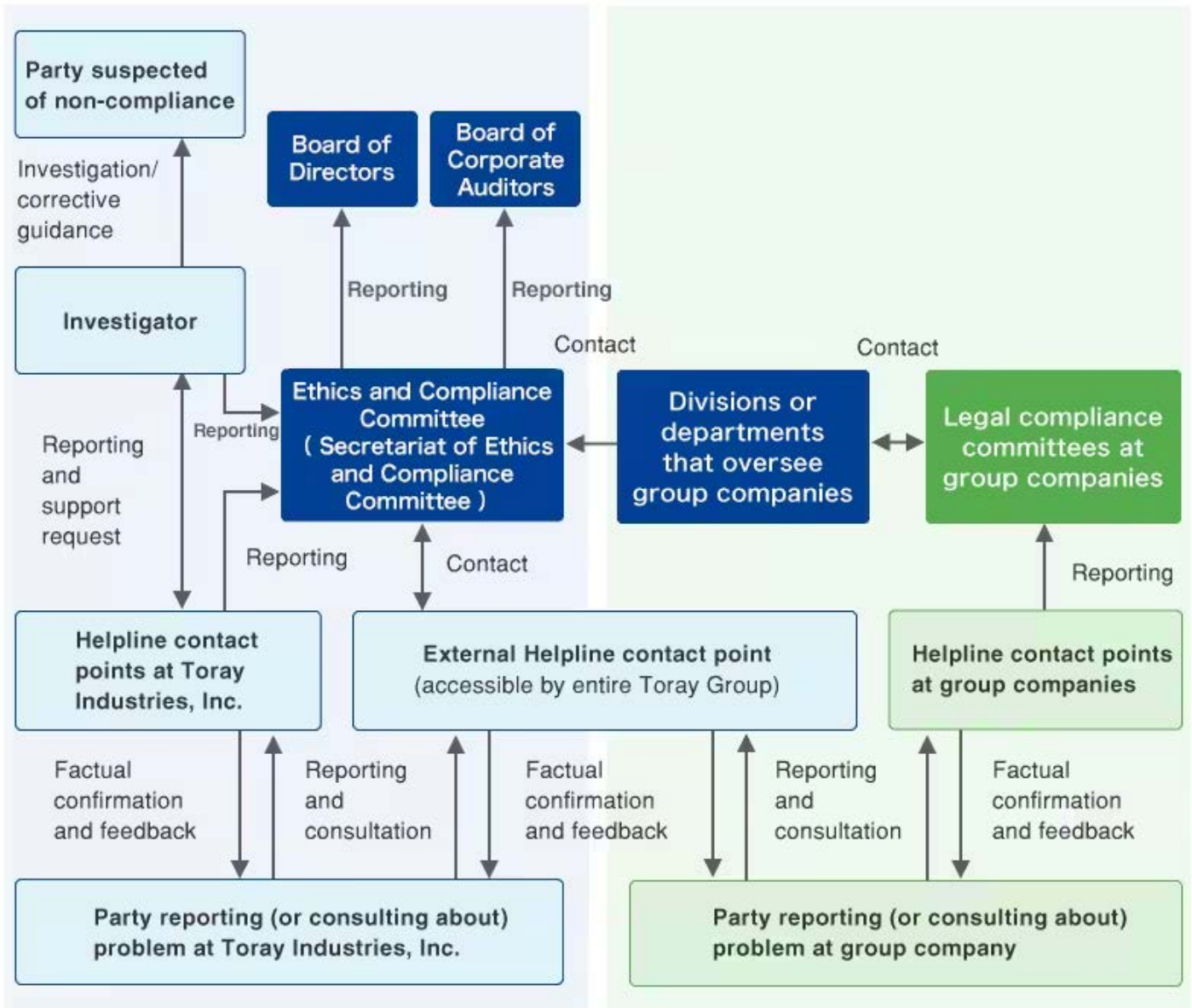
In fiscal 2022, Toray Industries and its group companies received a total of 97 whistleblowing reports and consultations, with seven cases resulting in disciplinary action. The facts were investigated with complete discretion to protect against any risk of negative impact on the individual reporting to or consulting with the hotline. If a problem was identified, efforts were made to solve the problem and measures were taken in accordance with the internal rules of each company, such as employment rules.

Number and Subject of Reports (Consultations) Across Toray Group



The number of reports (consultations) and the details of the cases are reported to the Board of Directors and the Board of Corporate Auditors by the Ethics and Compliance Committee.

Corporate Ethics and Legal Compliance Helpline System (Toray Industries, Inc. and its Group Companies in Japan)¹



¹ In addition to the above avenues, Toray Industries, Inc. receives reports on and addresses serious misconduct at all group companies in and outside Japan.

Implementing internal legal audits of group companies, group companies improving problems found in internal legal audits in the previous year (%)

■Reporting

scope

Toray Group

■Target

Audits: Conduct at Toray Industries, Inc. and its group companies in and outside Japan

Percent that improved: 100% for all audits by the following fiscal year

Result in fiscal 2022

Improvement rate: **100%**

(No problems found in the previous year's audit)

In fiscal 2022, Toray Industries undertook an internal legal and compliance audit of designated divisions of Toray Industries and designated group companies in Japan to ensure compliance with the highly important antitrust laws, anti-bribery regulations, insider trading regulations, and contract signing rules. Although no inappropriate transactions were found under any of the audit items, the Company plans to continue working to ensure thorough awareness of legal compliance through educational activities and the dissemination of information in media such as company magazines.

Click [here](#) for the main initiatives for CSR Guideline 2, "Ethics and Compliance" in CSR Roadmap 2022.

Ensuring Tax Compliance

Toray Group Tax Policy

CSR Roadmap 2022
Main Initiatives (1)

With the release of a policy by the Organisation for Economic Co-operation and Development (OECD) to combat base erosion and profit shifting (BEPS), the complexity of taxation rules worldwide is steadily increasing. Due also to the growing importance of corporate governance related to taxation in Japan, Toray Group recognizes the necessity of highly transparent tax practices and corporate social responsibility. Therefore, the Group has enhanced its tax compliance efforts based on the Toray CSR Guidelines.

To ensure that this initiative can be taken to an even higher level, the Group has once again clarified the basic taxation compliance approach that each employee should take, and established the Toray Group Tax Policy, which was approved by the Board of Directors in April 2020.

Under the responsibility of the general manager of the Finance and Controller's Division¹, Toray Group will continue striving to improve its tax compliance while building its tax governance structure, centered on the Tax Department, to enhance corporate value.

Toray Group operates the Corporate Ethics and Legal Compliance Helpline, a whistleblowing system for group companies in and outside of Japan to report and consult on ethics and compliance issues, including unethical or illegal activities and concerns related to tax matters.

¹ As of July 2023, a senior vice president (member of the board) serves as the general manager of the Finance and Controller's Division.

Toray Group Tax Policy (Established April 2020)

Toray Group will continue to uphold the following tax policy and strive to improve its tax compliance while building its tax governance structure, to enhance corporate value.

Basic Policy

1. Toray Group makes efforts to pay taxes appropriately by complying with the tax laws of each country and international taxation rules.
2. Toray Group makes efforts to enhance corporate value and maximize shareholder value while minimizing tax risks and optimizing tax expenses.
3. Toray Group will not conduct arbitrary tax avoidance using tax havens or other methods.
4. Toray Group establishes good relationships with the tax authorities of each country.

Tax Compliance

Toray Group employees (including executives) recognize that complying with tax laws and rules is the best way to minimize tax risks and enhance corporate value. The Group conducts trainings so that employees can ensure tax compliance.

Tax Governance

Toray Group clarifies and implements tax rules within the Group to manage tax expenses and aim for an appropriate tax burden.

The Group makes efforts to establish good relationships with tax authorities in each country on matters that require cooperation.

Other Initiatives

CSR Roadmap 2022
Main Initiatives (1)

Transfer pricing is becoming more important as global trade increases. Toray Group therefore strives to allocate income appropriately by calculating transfer pricing using the arm's length principle. Moreover, the Group does not carry out tax planning strategies with the intention of inappropriately reducing Group taxes.

Click [here](#) for the main initiatives for CSR Guideline 2, "Ethics and Compliance" in CSR Roadmap 2022.

Improving Security Trade Controls

Watching the Latest Trends and Management Strategies for Security Trade Controls

CSR Roadmap 2022
Main Initiatives (1)

Concerns about the spread of conventional mass weapons of destruction and changes in the international security balance necessitate risk management addressing security trade controls. Toray Industries, Inc. convenes a Security Trade Administration Committee comprising officers of divisions that are involved in exports and technology transfer. In fiscal 2022, the committee decided on measures to implement for the fiscal year after considering pressing risks based on recent international circumstances and regulatory trends. The committee members also convene a Divisional Security Trade Administration Committee that communicates corporate measures and implements supplementary programs, such as precautions to be taken by departments and group companies under its supervision.

Practically Addressing Risks

CSR Roadmap 2022
Main Initiatives (1)(7)

Toray Group performs risk management of security trade controls with regard to the export of all products, devices, materials, and samples, as well as the transfer of technologies outside Japan. Particularly strict management is necessary for TORAYCA™ carbon fiber and its composite materials, semiconductor coating agents, and water treatment membranes, which are listed as restricted items requiring export permission from the Japanese Minister of Economy, Trade and Industry.

The following measures to enhance risk management associated with security trade controls have been implemented based on conditions in and outside of Japan.

(1) Enhanced employees' capacity for accurate judgment within Toray Industries' divisions and group companies

With the implementation of measures to mitigate the risk of COVID-19 infection, Toray Industries utilized web conferencing for highly specialized practical training and e-learning for basic level specialized training. The training programs were improved to provide more effective teaching suitable to these methods. Toray Industries provided the necessary practical knowledge to mid-level employees who play a central role in security trade control. Training was also given to newly appointed managers to promote appropriate management on the front lines. (A total of 15 courses were held with 1,254 employees participating in the web conference courses and 3,752 employees taking part in the e-learning courses.) The Company also conducted a series of advanced courses for employees with specialized expertise to practice classifications. (A total of two courses were held with 403 employees participating in the web conference courses.)

In addition, the Company systematically encourages employees to take the various qualification exams authorized by the Center for Information on Security Trade Controls in Japan. In fiscal 2022, 253 Toray Group employees passed the exam, bringing the cumulative number of Toray Group employees who have passed the exam to 4,585 persons.

Cumulative number of Toray Group employees who have passed the exam authorized by the Center for Information on Security Trade Controls in Japan	4,585 persons
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(2) Conducted regular audits

Toray Industries carried out paper audits and onsite audits of group companies, and provided individualized guidance based on the results to help group companies make improvements.

(3) Enhanced information sharing and reporting

Toray Industries integrated and centralized information on concerns such as suspicious trade inquiries, reported or consulted with the appropriate authorities as required, and took the appropriate measures. The Company also shared suspicious trade information at various company meetings, and took steps to improve its risk management.

(4) Improved inspection systems

Toray Industries has fully linked its security trade control system with its backbone sales system in order to prevent erroneous shipments due to human error. In order to improve management efficiency through use of the linked system, support was given to outstanding initiatives and the successful cases were shared with other departments.

Click [here](#) for the main initiatives for CSR Guideline 2, "Ethics and Compliance" in CSR Roadmap 2022.

Antitrust Compliance and Corruption/Bribery Prevention

1. Compliance with Antitrust Laws

The Toray Group Ethics & Compliance Code of Conduct, revised in June 2022, stipulates the rules that all Toray Group executives and employees must follow regarding antitrust laws. Educational materials on antitrust laws have also been prepared in Japanese and English for all group employees. The Group has an Antitrust Law Compliance Program that is utilized by departments in Japan, along with Antitrust Law Red Cards that can be carried as a guide by employees.

In fiscal 2022, there were no legal actions taken against Toray Group due to anticompetitive activities, antitrust actions, or monopolistic practices.

2. Corruption and Bribery Prevention

In January 2020, the Group issued Anti-Bribery Regulations to clearly prohibit corrupt relationships with public officials and business partners. Approval and reporting rules were also established concerning the provision (or receiving) of money and other items to (from) public officials and business partners. Similar rules have been implemented at group companies worldwide.

The Ethics & Compliance Code of Conduct stipulates the guidelines that all Toray Group executives and employees must follow to avoid involvement in corruption and bribery. Guidelines and educational materials on related corruption and bribery prevention have also been prepared in Japanese and English for all Group employees and shared throughout the Group.

In March 2020, Toray Industries, Inc. conducted e-learning on the anti-bribery guidelines for all executives and employees, including contracted, part-time and dispatched workers, with 6,849 people taking the training. Group companies in Japan use similar teaching materials to provide education. In fiscal 2022, there were no legal actions taken against Toray Group due to corruption and bribery prevention.

Click [here](#) for the main initiatives for CSR Guideline 2, "Ethics and Compliance" in CSR Roadmap 2022.

Protection of Personal Information

In order to comply with Japan's Act on the Protection of Personal Information, Toray Industries, Inc. has established Regulations for the Management of Personal Information, together with a management framework and practices to ensure each department manages personal information appropriately. Audits are regularly conducted into the management conditions in each department.

In fiscal 2022, the Company received no complaints concerning personal information and there were no data breaches.

Major Toray Group companies in and outside Japan also appropriately manage personal information in accordance with the management systems and methods set forth in the rules and regulations of each company.

Click [here](#) for the main initiatives for CSR Guideline 2, "Ethics and Compliance" in CSR Roadmap 2022.

Ethics Review Committee on Research Involving Human Biological Subjects

Toray Industries, Inc. has established an ethics review committee to comprehensively review the propriety of research involving human subjects in relation to ethics, science, protection of personal information, and other matters. The committee reviews human genome and genetic research, clinical research, and epidemiological research that uses samples collected from the human body and medical information from donors. The ethics review committee includes members from outside the Company and conducts rigorous reviews in accordance with the Ethical Guidelines for Life Science and Medical Research Involving Human Subjects issued by the Ministry of Education, Culture, Sports, Science and Technology, the Ministry of Health, Labour and Welfare, and the Ministry of Economy, Trade and Industry.

Ethics Review Committee on Research Involving Human Biological Subjects

This committee reviews the objectives of human genome and genetic analysis, epidemiological and clinical research (referred to as research involving human biological subjects including specimens and information acquired from them) conducted at Toray Industries, as well as the medical, scientific, legal, and ethical propriety and the feasibility of plans for such research.

- [Member of Ethics Review Committee on Research Involving Human Biological Subjects \(PDF : 90KB\)](#) PDF
- [Minutes of 1st Ethics Review Committee on Research Involving Human Biological Subjects \(PDF : 87KB\)](#) PDF
- [Minutes of 2nd Ethics Review Committee on Research Involving Human Biological Subjects \(PDF : 83KB\)](#) PDF
- [Minutes of 3rd Ethics Review Committee on Research Involving Human Biological Subjects \(PDF : 85KB\)](#) PDF
- [Minutes of 4th Ethics Review Committee on Research Involving Human Biological Subjects \(PDF : 85KB\)](#) PDF
- [Minutes of 5th Ethics Review Committee on Research Involving Human Biological Subjects \(PDF : 88KB\)](#) PDF
- [Minutes of 6th Ethics Review Committee on Research Involving Human Biological Subjects \(PDF : 85KB\)](#) PDF
- [Minutes of 7th Ethics Review Committee on Research Involving Human Biological Subjects \(PDF : 85KB\)](#) PDF
- [Minutes of 8th Ethics Review Committee on Research Involving Human Biological Subjects \(PDF : 85KB\)](#) PDF
- [Minutes of 9th Ethics Review Committee on Research Involving Human Biological Subjects \(PDF : 85KB\)](#) PDF
- [Minutes of 10th Ethics Review Committee on Research Involving Human Biological Subjects \(PDF : 85KB\)](#) PDF
- [Minutes of 11th Ethics Review Committee on Research Involving Human Biological Subjects \(PDF : 86KB\)](#) PDF
- [Minutes of 12th Ethics Review Committee on Research Involving Human Biological Subjects \(PDF : 83KB\)](#) PDF
- [Minutes of 13th Ethics Review Committee on Research Involving Human Biological Subjects \(PDF : 113KB\)](#) PDF

Click [here](#) for the main initiatives for CSR Guideline 2, "Ethics and Compliance" in CSR Roadmap 2022.

Disclosure of Information Regarding the Ethical Treatment of Laboratory Animals

Toray Industries, Inc. aims to contribute to the human development and health enhancement through the creation of pharmaceuticals and medical devices. The Company believes that animal testing is necessary and required for safety and efficacy verification in the development of new pharmaceuticals and medical devices. This testing must be carried out with respect for animal life, considering the 3R principles for animal experiments; Replacement (use of alternatives to animals), Reduction (reducing the number of animals used), and Refinement (minimization of pain). In order to ensure that animal testing is conducted ethically, Toray Industries has established in-house rules in accordance with the Act Concerning Humane Treatment and Management of Animals, the Standard for Care and Management of Laboratory Animals and Alleviation of Pain, the Guidelines for Proper Implementation of Animal Experiments, and other relevant guidelines.

The Company has set up the Animal Care and Use Committee, which carries out ethical and scientific review of the adequacy of plans, potential alternative methods, and details of experimental designs involved in all animal testing conducted at the Company. Through these efforts, the Company strives to conduct appropriate animal experiments based on the 3R principles. Specifically, as an alternative to animal experiments, Toray has adopted *in silico* evaluation¹ using computers and *in vitro* evaluation² using cultured cells.

For pharmacokinetic evaluation, the Company has been able to reduce the number of animals used by adopting a simultaneous analysis method for multiple compounds administered in mixed doses. Humane endpoints (criteria for suspending and discontinuing experiments to avoid causing undue suffering) are also set for all planned experiments.

The committee is working to raise awareness around animal testing by providing all staff involved in animal testing with training in standards of care and biannual training on the ethics of the use of experimental animals.

In addition, the Animal Care and Use Committee carries out periodic self-monitoring and evaluation of the regulations and systems in place, the committee actions, facility maintenance, and animal testing to verify that each test is conducted appropriately. Toray Industries' Basic Research Center has continually received certification from the Assessment and Accreditation Center for Laboratory Animal Care and Use, Japan Pharmaceutical Information Center³ since 2012.

¹ *in silico* evaluation: An evaluation method that uses computers to predict the physiological activity, pharmacokinetics, toxicity, and other characteristics of a compound from existing data.

² *in vitro* evaluation: An evaluation method that detects the physiological activity, pharmacokinetics, toxicity, and other characteristics of a compound using human or animal cells and tissues in test tubes or culture dishes.

³ For a list of facilities certified by the Japan Pharmaceutical Information Center, click [here](#).