Toray Group's due diligence process

	Toray Group employees	Suppliers	Local communities
1. Incorporating responsible corporate behavior into corporate policies and management systems	・Toray Group Policy for Human Rights ・Ten Basic Environmental Rules ・Toray Group Recycling Activity Principles ・Toray Group Biodiversity Basic Policy ・Toray Group's Basic Policy for Increasing Green Areas ・Toray Group Sustainability Procurement Policies ・Presenting the Toray Group Sustainability Procurement Guidelines to business partners and obtaining written agreements for compliance		
2. Identifying and assessing negative impacts in the Company's business, supply chain, and business relationships	・Establishing a whistleblowing hotline system ・Employee survey ・Self-inspections and cross-inspections at plants and group companies ・Patrols and on-site inspections related to occupational health and safety ・Surveys related to human rights promotion activities (including awareness-raising and education)	・Conducting and evaluating the Sustainability Procurement Survey ・Establishing an external whistleblowing hotline system ・Investigating high-risk issues related to sustainability procurement ・Confirming business partner risks using a corporate search system ・Conducting sustainability procurement audits of business partners	・Meetings with representatives of local communities ・Dialogue with local governments and organizations
3. Stopping, preventing, and mitigating negative impacts	・Investigations and disciplinary actions in response to whistleblowing ・Formulating and implementing improvement plans based on findings from self-inspections and cross-inspections ・Various initiatives to promote human rights education, raise awareness of whistleblowing hotline systems, and improve workplace culture (including two-way communication) ・Identifying and improving occupational health and safety risks through relevant workplace environment measurements and on-site inspections, as well as groupwide sharing of incidents such as accidents and near-misses, and measures to prevent recurrence	・Providing individual feedback to each business partner using the evaluation results of the Sustainability Procurement Survey ・Visiting low-score companies and requesting improvements ・Sending audit reports and follow-up worksheets with requests for improvement	・Internal improvements to address negative impacts identified through meetings and dialogue

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4. Follow-up surveys to check measure implementation and results	・Conducting follow-up on improvement plans ・Verifying improvement status using the subsequent survey ・Follow-up using patrols and on-site inspections for occupational health and safety	・Verifying improvement situations using the next Sustainability Procurement Survey and other means ・Confirming progress using follow-up worksheets on audit results	・Confirming improvement status at subsequent meetings and dialogues
5. Communicating how the impacts were addressed	・Public announcement in the Group's reports and in the UK Modern Slavery Act statement		
	・Results confirmation by the Human Rights Promotion Committee in Japan, and the Global Human Rights Promotion Committee, etc.		
6. Taking or cooperating on corrective actions where appropriate	・Establishing a compliance violation reporting mechanism (setting up a whistleblowing hotline)	・Establishing a compliance violation reporting mechanism（Establishing an external whistleblowing hotline system）	
Related Informations	＞Establishing a Corporate Culture of Ethics and Compliance ＞Human Rights Initiatives ＞Securing and Developing Human Resources to Create New Value ＞Reducing Environmental Impact ＞Product Quality and Safety ＞Risk Management ＞Thorough Safety and Disaster Prevention	＞Sustainability Procurement Initiatives at Toray Group ＞Human Rights Initiatives	＞Communication with Local Communities ＞Collaboration with Government Agencies and Other Organizations ＞Human Rights Initiatives ＞Sustainability Procurement Initiatives at Toray Group