



Sustainable Supply Chain Policy

The FEED ONE Group strives to understand the supply chain issues it is involved in through its business activities. We also aim to achieve a sustainable supply chain in cooperation with our business partners.

《Expectations for Business Partners》

FEED ONE request that suppliers and other business partners understand the items listed below and actively promote them. FEED ONE also request that suppliers of our business partners also promote initiatives based on this policy.

Respect for International Standards

To ensure compliance with applicable laws and regulations of relevant countries, fair transactions in accordance with international rules and practice, and corruption prevention.

Respect for Human Rights

To strive not to infringe on human rights in our business activities, nor to contribute to human rights infringements by others through our business relationships, including supply chains.

1) Forced Labor • Child Labor

Not tolerate forced labor/child labor or other unfair labor practices in any of our corporate activities.

2) Discrimination

Not discriminate in employment based on race, creed, gender, social status, religion, nationality, age, sexual orientation, gender identity, or physical or mental disability.

3) Harassment and Inhumane Treatment

Not tolerate any form of harassment, whether physical or mental, including sexual or power harassment.

4) Freedom of Association and Right to Collective Bargaining

To respect the rights of employees to associate freely and bargain collectively in our labor-management relations.

5) Working Hours and Wages

To properly manage employees' working hours, holidays, leaves of absence, and wages in accordance with applicable laws and regulations.

6) Occupational Health and Safety and comfortable to work environment

In accordance with applicable laws and regulations, we will maintain a work environment where each employee can continue to work in a healthy, safe, and secure environment.

7) Community Impact

To conduct human rights impact assessments, covering issues such as prevention of pollution and water stress, for prevention of adverse impacts on the safety and health of local communities. To implement necessary measures in line with international standards to avoid risks and mitigate negative impacts.

Initiatives to Address Environmental Issues

To work with our suppliers and other business partners with the aim of achieving harmony with the environment in our business activities.

1) Climate Change

To reduce greenhouse gas emissions and take global warming into consideration.

2) Water Resources

To work to conserve water resources by reducing water consumption and improving the efficiency of water resource use.

3) Biodiversity

To assess the environmental impact of our business activities and work to conserve biodiversity.

4) Pollution Prevention

To act to reduce hazardous waste and pollutants and ensure the proper handling of any such materials, and strive to prevent air, water, ocean, and soil pollution.

5) Sustainable Resource Use

To improve efficiency in the use of resources and energy and reduce waste.

Safety and Security of Products and Services

To ensure safety and security of products and services.

《Remediation Guidance》

If our business partners are violating this policy and causing negative environmental and human rights impacts, we will ask them to make improvements and provide support for those improvements. If no improvement is made and significant deviations continue, we may review our business with the supplier.

《Information Disclosure》

FEED ONE will properly disclose information related to the above principles in a timely manner.

Formulated in 14th October 2022