

## **Measures against Noncompliance with Labor Standards under the Basic Supply Chain CSR Policy**

Marubeni has formulated measures to prevent noncompliance with the labor standards set forth in the Basic Supply Chain CSR Policy, as described below.

1. In the case of identified noncompliance involving our suppliers as to any of the following three items: 1) observance of laws; 2) respect for human rights; and 5) safety and health, as stipulated in relation to labor standards under the Supply Chain CSR Guidelines, the noncompliant supplier will be required to take the following actions as necessary.
  - Conduct fact-finding investigations, and
  - If the noncompliant practice is confirmed to have occurred, report on analysis of the background information and on the measures that were developed and followed.Marubeni may visit the offending supplier, depending on the circumstances.
2. If the measures taken for improvement are evaluated as not being sufficiently effective, implementation of additional measures will be requested.
3. In case of a continued inadequate response to the noncompliant situation despite following steps 1 and 2 above, termination of the trading relationship with the offending supplier will be considered.