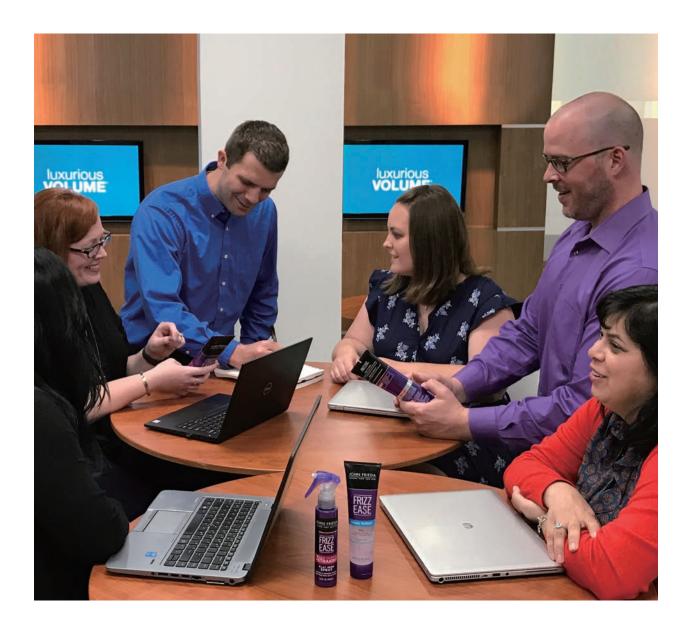
04

Respect Human Rights through Company Activities



- **1.** We shall understand and respect human rights and comply with the Kao Human Rights Policy.
 - We shall comply with the Kao Human Rights Policy, which was established to fulfill our responsibility towards respecting human rights, which are the fundamental and natural rights of all people.
- 2. We shall not engage in any form of harassment in the workplace. We shall not insult, violate human rights or dehumanize others by words or action.
- 3. We shall not tolerate child labor, human trafficking or forced labor.