

## Charters and Guidelines Supported by Kao

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Kao has expressed its support of the following global charters and guidelines and has committed to comply therewith.

### ■ Ten Principles of the UN Global Compact (Signed May 2005)

The Global Compact consists of “ten fundamental principles” advocated by the United Nations and it encourages each company to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labor, the environment, and anti-corruption.

<https://www.unglobalcompact.org/>

### ■ Responsible Care® Global Charter (First edition signed August 2008, revised edition signed September 2014)

Guidelines that each company needs to follow in order to promote responsible care activities throughout the world.

<http://www.icca-chem.org>

### ■ Women's Empowerment Principles - Equality Means Business (Signed August 2010)

These guidelines were collaboratively created by the UN Global Compact and United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) to serve as a practical guide for business leaders to join hands in promoting women’s empowerment in the workplace, the market and the community.

<http://www.unglobalcompact.org>

<http://www.unwomen.org>