

Company Policies for Reference

The Company Policies relevant to the Kao Business Conduct Guidelines are as follows:

Pages	BCG	Company Policies
P2		The Kao Way www.kao.com/global/en/about/policies/kaoway/
P9	01-1	The Policies for Product Quality Management Activities www.kao.com/global/en/sustainability/safety-quality/activities/
P12	02-1	The Basic Policies for the Promotion of SAICM (Strategic Approach to International Chemicals Management) www.kao.com/global/en/sustainability/environment/saicm-promotion/
		The Environmental Statement, the Basic Philosophy and Policies on the Environment and Safety www.kao.com/global/en/sustainability/environment/statement-policy/
		The Basic Philosophy and Policies on Biodiversity Conservation www.kao.com/global/en/sustainability/environment/statement-policy/
		The Kao Responsible Care Policy www.kao.com/global/en/sustainability/environment/statement-policy/
P14	03-2	The Policies for Procurement The Guidelines for Sustainable Procurement of Raw Materials www.kao.com/global/en/sustainability/procurement.html
P14	03-3	The Guidelines for Supplier's Assessment www.kao.com/global/en/sustainability/procurement.html
P17	04-1	The Kao Human Rights Policy www.kao.com/global/en/sustainability/declaration/humanrights/
P21	06-3	The Disclosure Guidelines www.kao.com/global/en/investor-relations/management-information/disclosure.html