

Teijin Group Modern Slavery & Human Trafficking Statement for FY 2017

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and covers the steps that the Teijin Group has taken during financial year from April 1, 2017 to March 31, 2018 (“FY2017”) to ensure that slavery and human trafficking is not taking place in our business and our supply chains.

The Teijin Group recognizes that any activity of our business or our supply chains should not prevent other people from enjoying human rights. We also recognize slavery and human trafficking are global human rights issues of our time. The Teijin Group will continue to carry out actions to ensure that slavery and human trafficking is not occurring in any part of our own business and in any of our supply chains.

1. Our business and organizational structure

The Teijin Group began with the establishment of Japan’s first rayon manufacturer in 1918. The Teijin Group now combines wide range of businesses including advanced fibers, plastics & films, composites, fibers and product converting, healthcare and IT. The number of Teijin Group companies is 163 in total, including 59 in Japan and 104 overseas (as of March 31, 2018). There are 19,711 employees in the Teijin Group in total, including 9,435 in Japan and 10,276 overseas (as of March 31, 2018). Teijin Group’s net sales in FY2017 are 835 billions of yen, 44.4% of which is overseas net sales.

For further details of the Teijin Group and our business, please visit the Teijin’s website at the following link:

<https://www.teijin.com/>

2. Our policies in relation to slavery and human trafficking

Teijin Group Corporate Philosophy

Teijin Group Corporate Philosophy is “Enhancing the quality of life”, “In harmony with society” and “Empowering our people”. We conduct business based on this philosophy. The starting line of the Teijin Group’s Corporate Social Responsibility (CSR) is also this philosophy. We pursue CSR activities rooted in the Corporate Philosophy.

Teijin Group Corporate Code of Conduct and Corporate Standards of Conduct

In terms of business activities, Teijin Group clarifies policies to practically implement the principles as respecting human rights.

Teijin Group Corporate Code of Conduct(*), which sets norms that the Teijin Group should protect, prescribes “The Teijin Group respects the human rights of its employees and all other people involved in its business activities and does not allow child or forced labor. With respect to these policies, the Teijin Group strives to obtain the positive

understanding and cooperation of concerned parties in the value chain in which it is involved.” In addition, Teijin Group Corporate Standards of Conduct, established to embody Teijin Group Corporate Code of Conduct in daily business activities, states “We shall respect the human rights of all employees and other individuals engaged in our business activities and shall neither discriminate against nor harass any of them.” and sets out practical points. These Corporate Standards of Conduct for the employees serving the overseas Teijin Group companies are separately prepared considering the laws and regulations and social norms of the country where the business is operated.

For further details of [Teijin Group Corporate Code of Conduct](#) and [Teijin Group Corporate Standards of Conduct](#), please refer to the original PDF texts to which you can reach from the above respective link:

(*) We quote from the former Teijin Group Corporate Code of Conduct that was valid until June 14, 2018. In June 15, 2018, Teijin Group Code of Conduct was entirely revised.

Participation in the Global Compact

Teijin Limited has joined the UN Global Compact since March 2011, which requires the participant corporates to comply 10 principles, including the support and respect the protection of internationally proclaimed human rights. On this occasion, Teijin Group has reviewed our Corporate Code of Conduct and Corporate Standards of Conduct based on the principles of the UN Global Compact.

For further information of the Global Compact, please visit the Teijin’s website at the following link:

https://www.teijin.com/csr/vision/management.html#anc_global_compact

3. Our steps to ensure that slavery and human trafficking is not taking place

Due diligence

The Teijin Group conducts the following due diligence activities in cooperation with our suppliers.

Teijin Group Basic Policy for Purchasing and Procurement states that we promote purchasing and procurement from suppliers that respect human rights and do not commit human rights infringements such as unjust discrimination, slavery, forced labor, child labor, human trafficking, etc. In accordance with this policy, we have prepared Teijin Group CSR Procurement Guidelines including items relating to human rights. Teijin Group is requesting our suppliers to comply with our guidelines. On November 1, 2017, we have completely revised Teijin Group CSR Procurement guidelines. By referring to ISO20400 on sustainable procurement and other international standards, the new guidelines specify more detailed efforts regarding human rights and labor in supply chains such as "Forced labor", "Child labor and young workers", "Foreign workers",

"Working hours and holidays", "Wages and benefits", "Discrimination", "Harassment" a . In addition, we have newly established "Consideration for local communities", "Contact point for consultations and internal reporting", and "Responsible supply chain promotion". Teijin Group Basic Policy for Purchasing and Procurement Policy and Teijin Group CSR Procurement Guidelines are published on the Teijin's website.

For further details of the Teijin Group Basic Policy for Purchasing and Procurement Policy and Teijin Group CSR Procurement Guidelines, please visit the Teijin's website at the following link:

https://www.teijin.com/csr/social/purchase_procurement/procurement.html

The Teijin Group has developed and launched an original system for surveying and rating the CSR of our suppliers. The system utilizes an online questionnaire to confirm whether or not suppliers are complying with the Teijin Group CSR Procurement Guidelines, and the results are used to determine their place in a 5-level ranking system. We are conducting these surveys not only of major suppliers in purchasing divisions in Japan but also of major suppliers of the general affairs and human resources department and overseas Teijin Group companies. In FY2017, we have revised the content of the questionnaire.

For further information of the Teijin Group supplier surveys, please visit the Teijin's website at the following link:

https://www.teijin.com/csr/social/purchase_procurement/procurement.html

Some Teijin Group companies have their own efforts. Teijin Frontier Co., Ltd. ("Teijin Frontier"), a Teijin Group company with an integrated value chain from material development/procurement to product realization operating on a global scale, prepared an original Standards for Sustainable Procurement and sends it to its suppliers in Japan and overseas who conduct transactions on a continuous basis. In FY2017, Teijin Frontier has sent its Standards for Sustainable Procurement to about 1,000 suppliers. In addition, Teijin Frontier sends the CSR Questionnaire and asks its suppliers in Japan and overseas to carry out the questionnaire. Based on the results of the CSR Questionnaire, Teijin Frontier sets proprieties to request its suppliers to cooperate in on-site-survey, and in FY2017, Teijin Frontier has actually visited 24 overseas sewing factories etc. and conducted actual condition surveys.

Since 2014, Teijin Frontier holds a CSR Supply Chain Seminar every year in Vietnam for local sewing and embroidery factories, material manufacturers, etc. with the aim of enforcing legal compliance and the protection of human rights. In FY2017, Teijin Frontier has increased the target area and held the seminars in Myanmar in addition to Vietnam. Teijin Group believes it is important to raise awareness of CSR procurement locally on an ongoing basis.

whistle-blowing procedures

Since 1999, the Teijin Group has established counseling and whistle-blowing procedures for all Teijin Group company employees. As of FY2017, such procedures are available in 13 languages of the Teijin Group's major bases. In addition, Teijin Holdings USA, Inc. and Teijin Aramid B.V. have established original counseling and whistle-blowing procedures for employees in North America and in aramid business, respectively. In October 2017, Teijin (China) Investment Co., Ltd. has established such procedures for employees in China.

We also have the reporting desk on the Teijin's website to receive notifications from other than the Teijin Group company employees, such as suppliers.

Effectiveness

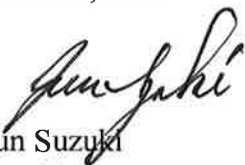
In order to assess the effectiveness of the steps we are taking to ensuring that slavery and human trafficking is not taking place in our business or supply chains, we will continue to (i) review the results of the surveys of our suppliers and (ii) monitor the number and the contents of reports made through the whistle-blowing procedures from employee, suppliers or others who convey concerns about slavery and human trafficking.

Training

We conduct corporate ethics workshop every year at all Teijin Group companies in Japan and overseas. Our corporate ethics workshop includes case studies and group discussions. We have been deepening the understanding of Teijin Group Code of Conduct and Teijin Group Corporate Standards of Conduct through this workshop.

This statement was made by Teijin Limited on behalf of itself and Teijin Group companies, and approved by the board of directors of Teijin Limited on March 1, 2019.

March 1, 2019



Jun Suzuki

President and CEO, Teijin Limited