CTC Group
Supply Chain Sustainability Promotion Guidelines
(Version 1)

ITOCHU Techno-Solutions Corporation

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Introduction

The CTC Group responds to its customers' constantly changing business environment in line with its Corporate Identity, "Challenging Tomorrow's Changes," in the Group's Corporate Philosophy, with the goal of helping build a positive future for the planet, society, and all humanity by leveraging technology in its business activities.
To work to ensure the sustainability of its businesses, the CTC Group has established the CTC Group Supply Chain Sustainability Promotion Guidelines (the "Guidelines") as a set of operational principles shared within the CTC Group and with its suppliers.
The CTC Group will adhere to these Guidelines, reach out to its suppliers to promote their understanding of these Guidelines, and take the actions needed to build a sustainable society throughout its entire supply chain, including within the CTC Group.
The CTC Group requests that its suppliers understand, support, and put into practice the intent of these Guidelines, and ensure that all of their business partners understand and implement them. These Guidelines were written in consideration of the CTC Group's business environment, based on the Responsible Business Alliance (RBA) Code of Conduct (version 8.0) and referencing the Japan Electronics and Information Technology Industries Association (JEITA)'s Responsible Business Conduct Guidelines (version 1.1).

Scope

These Guidelines apply to the CTC Group and to all companies and organizations in the supply chains of the individual products and services provided by the CTC Group (hereafter, the "Companies").

Relationship between these Guidelines and applicable laws and regulations

These Guidelines are based on the assumption that applicable laws and regulations are properly observed in all business activities. When there is a disparity between the standards detailed in these Guidelines and in applicable laws and regulations, the stricter of the two shall apply.

＜Relevant Corporate Philosophy, Code of Conduct, policies, etc. of the CTC Group＞

- Corporate Philosophy
- CTC Group Code of Conduct
- Sustainability Policy
- Supply Chain Procurement Policy
- CTC Group Human Rights Policy
- Environmental Activities Policy
- CTC Group Policy on Fair Trade and Prevention of Corruption
- CTC Group Information Security Basic Policy
- Basic Policy on Diversity
- Quality Policy
- Personal Information Protection Policy
- Ethical Principles for Artificial Intelligence

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A. LABOR

The Companies commit to respect the human rights of workers, and to treat them with dignity. This applies to direct and indirect suppliers, as well as all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

The labor standards are as follows:

1) Prohibition of Forced Labor

- Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.
- There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company- provided facilities including, if applicable, workers' dormitories or living quarters.
- As part of the hiring process, all workers must be provided with a written employment agreement in their native language, or in a language the worker can understand, that contains a description of terms and conditions of employment.
- All work shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers' contracts.
- The Companies shall maintain documentation on all leaving workers. Employers, agents, and sub-agents' may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Notwithstanding the foregoing, employers can only hold documentation if necessary to comply with the local law. In this case, at no time shall workers be denied access to their documents.
- Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

2) Young Workers

- Child labor shall not be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.
- Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.
- The Companies shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence[1] of educational partners, and protection of students' rights in accordance with applicable laws and regulations.

[1] The process enterprises should carry out to identify prevent, mitigate and account for how they address these actual and potential adverse impacts in their own operations, their supply chain and other business relationships.

- The Companies shall implement an appropriate mechanism to verify the age of workers.
- The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported.
- The Companies shall provide appropriate support and training to all student workers.
- In the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.
- If child labor is identified, assistance/remediation shall be provided.

3) Working Hours

- Working hours shall not exceed the maximum set by local law. Further, a workweek shall not be more than 60 hours per week, including overtime, except in emergency or unusual situations.
- All overtime shall be voluntary. When workers of the Companies are required to work overtime, the overtime hours shall be within the limits of local law.
- Workers shall be allowed at least one day off every seven days.

4) Wages and Benefits

- Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.
- All workers shall receive equal pay for equal work and qualification.
- Workers shall be compensated for overtime at pay rates greater than regular hourly rates.
- Deductions from wages as a disciplinary measure shall not be permitted. The Companies may make deductions from workers' wages as a disciplinary measure only in exceptional circumstances. If such deductions are implemented, they shall be within the limits of local law, and the Companies shall implement due care, such as striving to ensure operations are fair and transparent, to ensure the rights of workers are not unduly restricted.
- For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.
- All use of temporary, dispatch and outsourced labor shall be within the limits of the local law.
- It is expected that the Companies pay wages at a level that allows workers to support their basic needs (a living wage).

5) Non-Discrimination/Non-Harassment/Humane Treatment

- The Companies shall commit to a workplace free of harassment and unlawful discrimination.
- There shall be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment.
- Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training.
- Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.
- Workers shall be provided with reasonable accommodation for religious practices and disability.
- In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way. This was drafted in consideration of ILO Discrimination (Employment and Occupation) Convention (No.111).

6) Freedom of Association and Collective Bargaining

- Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.
- In alignment with these principles, the Companies shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities.
- Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.

7) Active Participation of Diverse Human Resources

- It is important to respect all employees, regardless of age, gender identity, sexual orientation, nationality, disability and other attributes, and strive to instill diversity.

B. HEALTH AND SAFETY

The Companies recognize that in addition to minimizing the incidence of work-related injuries and illnesses, a safe and healthy working environment enhances the quality of products and services, consistency of production and worker retention and morale. The Companies also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace.

The health and safety standards are as follows:

1) Occupational Health and Safety

- Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) shall be identified and assessed, mitigated using the Hierarchy of Controls[2].
- Where hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards.
- Gender-responsive measures shall be taken, such as not having pregnant women and nursing mothers in working conditions, which could be hazardous to them or their child and to provide reasonable accommodations for nursing mothers.

2) Emergency Preparedness

- Potential emergency situations and events shall be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training, and drills.
- Emergency drills shall be executed at least annually or as required by local law, whichever is more stringent.
- Emergency plans shall also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment, and property.

[2] The Hierarchy of Controls is an approach in which measures to mitigate or eliminate risks are implemented in decreasing order of effectiveness. Specifically, it consists of five levels: elimination (removing hazards), substitution (replacing a hazard with a less hazardous alternative), engineering controls (improving equipment or the work environment to isolate or control hazards), administrative controls (controlling risk by reviewing work procedures or providing training), and personal protective equipment (PPE, using appropriate protective equipment to protect individuals).

3) Occupational Injury and Illness

- Procedures and systems shall be in place to prevent, manage, track and report occupational injuries and illnesses, including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work.
- The Companies shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

4) Industrial Hygiene

- Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled according to the Hierarchy of Controls.
- When hazards cannot be adequately controlled, workers shall be provided with and use appropriate, well-maintained, personal protective equipment free of charge.
- The Companies shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments.
- The Companies shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures.
- Protective occupational health programs shall be ongoing and include educational materials about the risks associated with exposure to workplace hazards.

5) Physically Demanding Work

- Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks shall be identified, evaluated, and controlled.

6) Machine Safeguarding

- Production and other machinery shall be evaluated for safety hazards.
- Physical guards, interlocks, and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers.

7) Sanitation, Food, and Housing

- Workers shall be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities.
- Worker dormitories provided by the Companies or a labor agent shall be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, and adequate conditioned ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

8) Health and Safety Communication

- The Companies shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards.
- Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers.
- Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable.
- Training shall be provided to all workers prior to the beginning of work and regularly thereafter.
- Workers shall be encouraged to raise any health and safety concerns without retaliation.

9) Worker Health Management

- The Companies shall conduct appropriate health management for all employees. Appropriate health management refers to conducting health checks at least at the level stipulated by law, and working on the prevention and early detection of worker illness.
- It is also necessary to adequately consider treatment such as mental healthcare and the prevention of health problems due to overwork.

C. ENVIRONMENT

Across all business functions, The Companies recognize that environmental responsibility is integral to producing world-class products. The Companies shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources, while safeguarding the health and safety of the public.

The environmental standards are as follows:

1) Environmental Permits and Reporting

- All required environmental permits (e.g. discharge monitoring), approvals, and registrations shall be obtained, maintained, and kept current and their operational and reporting requirements shall be followed.

2) Pollution Prevention and Resource Conservation

- Emissions and discharges of pollutants and generation of waste shall be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance, and facility processes; or by other means.
- The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, shall be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

3) Hazardous Substances

- Chemicals, waste, and other materials posing a hazard to humans or the environment shall be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal.
- Hazardous waste data shall be tracked and documented.

4) Solid Waste

- The Companies shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous).
- Waste data shall be tracked and documented.

5) Air Emissions

- Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations shall be characterized, routinely monitored, controlled, and treated as required prior to discharge.
- Ozone- depleting substances shall be effectively managed in accordance with the Montreal Protocol and applicable regulations.
- The Companies shall conduct routine monitoring of the performance of its air emission control systems.

6) Materials Restrictions

- The Companies shall adhere to all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

7) Water Management

- The Companies shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination.
- All wastewater shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal.
- The Companies shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

8) Energy Consumption and Greenhouse Gas Emissions

- The Companies shall establish and report against an absolute corporate-wide greenhouse gas reduction goal.
- Energy consumption and all Scopes 1, 2, and significant categories of Scope 3 greenhouse gas emissions shall be tracked, documented, and publicly reported.
- The Companies shall look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

D. ETHICS

To meet social responsibilities and to achieve success in the marketplace, the Companies and their agents shall uphold the highest standards of ethics including the following;

1) Business Integrity

- The highest standards of integrity shall be upheld in all business interactions.
- The Companies shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

2) No Improper Advantage

- Bribes or other means of obtaining undue or improper advantage shall not be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage.
- Monitoring, record keeping, and enforcement procedures shall be implemented to ensure compliance with anticorruption laws.

3) Disclosure of Information

- All business dealings shall be transparently performed and accurately reflected on the Companies' business books and records. Information regarding the Companies' labor, health and safety, environmental practices, business activities, structure, financial situation, and performance shall be disclosed in accordance with applicable regulations and prevailing industry practices.
- Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

4) Intellectual Property

- Intellectual property rights shall be respected.
- Transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information shall be safeguarded.

5) Fair Business, Advertising and Competition

- Standards of fair business, advertising, and competition shall be upheld.

6) Protection of Identity and Non-Retaliation

- Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers[3] shall be maintained, unless prohibited by law.
- The Companies shall have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

7) Responsible Sourcing of Minerals

- The Companies shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold, and cobalt in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict- Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

8) AI Ethics

- When utilizing AI, the Companies shall comply with all applicable laws, regulations, and other rules, and shall respect human rights. This includes providing unbiased and fair AI systems to enable the end users of the AI systems to not experience unfair discrimination, providing safe and reliable AI systems that consider the importance of quality, security and safety, ensuring that information and data are managed strictly in an effort to protect the personal privacy and rights of customers, and developing transparent and verifiable AI systems.
- It is also important that the Companies strive to nurture employees capable of utilizing AI ethically.

[3] Whistleblower definition: Any person who makes a disclosure about improper conduct by an employee or officer of a company, or by a public official or official body.

E. Quality and Safety

The Companies shall ensure the safety and quality and provide correct and accurate information on provided products and services.

1) Ensuring Product Safety

- The Companies shall fulfill their responsibility as suppliers by ensuring that products meet safety standards stipulated by national laws and conduct design, manufacturing, and sales to ensure adequate product safety.
- This includes ensuring adequate product safety in product design and considering the manufacturer's responsibilities in the marketing of the products.
- In addition to complying with laws and regulations regarding product safety, the Companies shall also consider the level of safety that should normally be present.

2) Quality Management

- The Companies shall comply with their own quality standards and customer requirements in addition to all laws and regulations applicable to the quality of products and services.
- The Companies shall build appropriate mechanisms and management systems for complying with their own quality standards and customer requirements.

3) Providing Accurate Information on Products and Services

- The Companies shall provide customers and consumers with accurate information regarding their products and services and shall not provide false or falsified information.

F. Information Security

The Companies shall prevent leaks of confidential information and personal information, and enhance information security.

1) Defense from Cyber Attacks

- The Companies shall implement protective measures against threats such as cyber attacks and conduct management to prevent damage to themselves and others.
- The Companies shall prevent problems caused by cyber attacks, such as information leaks, data falsification, and the suspension of information systems.

2) Protecting Personal Information

- The Companies shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees.
- The Companies shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

3) Preventing Leak of Confidential Information

- The Companies shall establish appropriate mechanisms and management systems for managing and protecting confidential information received from customers or third parties, as well as their own confidential information. This includes defining information management levels and providing employee training.

G. Business Continuity Planning

To fulfill their supply responsibilities, the Companies shall prepare to resume production activities immediately after either they or one of their business partners have been affected by a major natural disaster, a cyber attack, or a similar event.

1) Developing and Preparing a Business Continuity Plan

- The Companies shall identify and assess risks to business continuity, examine their impact on the business, and establish preparatory measures required in the medium to long term and a business continuity plan (BCP) that indicates the status of those initiatives.
- The required preparatory measures shall include an onsite recovery strategy outlining the steps to protect, mitigate, and restore individual elements of a business site from anticipated damage. It is also important that the Companies strive to secure alternative methods of recovering from damage in anticipation of damage that will require a prolonged recovery period.
- The Companies shall develop a manual detailing how to recover suspended business operations promptly in accordance with their BCP, and they shall continually provide their employees with training so that they will be able to respond to disasters.

H. MANAGEMENT SYSTEMS

The Companies shall adopt or establish a management system with a scope that is related to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the Companies' operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It shall also facilitate continual improvement.

The management system shall contain the following elements:

1) Company Commitment

- The Companies shall establish human rights, health and safety, environmental and ethics policy statements affirming the Companies' commitment to due diligence and continual improvement, endorsed by executive management.
- Policy statements shall be made public and communicated to workers in a language they understand via accessible channels.

2) Management Accountability and Responsibility

- The Companies shall clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs.
- Senior management reviews the status of the management systems on a regular basis.

3) Legal and Customer Requirements

- The Companies shall adopt or establish a process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

4) Risk Assessment and Risk Management

- The Companies shall adopt or establish a process to identify the legal compliance, environmental, health and safety[4], labor practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with the Companies' operations.
- The Companies shall determine the relative significance for each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

[4] Areas to be included in a risk assessment for environmental health and safety are production areas, warehouse and storage facilities, plant/facilities support equipment, laboratories and test areas, sanitation facilities (bathrooms), kitchen/cafeteria and worker housing/dormitories.

5) Improvement Objectives

- The Companies shall establish written performance objectives, targets and implementation plans to improve the Companies' social, environmental, and health and safety performance, including a periodic assessment of the Companies' performance in achieving those objectives.

6) Training

- The Companies shall establish programs for training managers and workers to implement the Companies' policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

7) Communication

- The Companies shall establish process for communicating clear and accurate information about the Companies' policies, practices, expectations, and performance to workers, suppliers, and customers.

8) Worker/Stakeholder Engagement and Access to Remedy

- The Companies shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process shall aim to obtain feedback on operational practices and conditions covered by this Code, and to foster continuous improvement.
- Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

9) Audits and Assessments

- The Companies shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

10) Corrective Action Process

- The Companies shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

11) Documentation and Records

- The Companies shall create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

12) Supplier Responsibility

- The Companies shall establish a process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code.

13) Proper Import/Export Control

- The Companies shall maintain a clear control system and conduct appropriate procedures for the import and export of technologies and goods regulated by law. The Companies shall understand and comply with the various laws and regulations for importing and exporting.
- Technologies and goods regulated by law refer to components, products, technologies, equipment, and software subject to import/export control according to laws and regulations based on international agreements, etc. It may be necessary to obtain permission, etc. from the competent authorities regarding importing and exporting.

REFERENCES

The following references were used in preparing this Code and may be useful sources of additional information. The following references may or may not be endorsed by each of the Companies:

Standards and Conventions:

- RBA (Responsible Business Alliance) Code of Conduct
- Japan Electronics and Information Technology Industries Association (JEITA)'s Responsible Business Conduct Guidelines (version 1.1)
- ILO Fundamental Conventions
    - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No.87)
    - Right to Organise and Collective Bargaining Convention, 1949 (No.98)
    - Forced Labour Convention, 1930 (No.29)
    - Abolition of Forced Labour Convention, 1957 (No.105)
    - Minimum Age Convention, 1973 (No.138)
    - Worst Forms of Child Labour Convention, 1999 (No.182)
    - Equal Remuneration Convention, 1999 (No.100)
    - Discrimination (Employment and Occupation) Convention, 1958 (No.111)
    - Occupational Safety and Health Convention, 1981 (No.155), and the Promotional Framework, 2006 (No.187)

- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- OECD Guidelines for Multinational Enterprises
- United Nations (UN) Guiding Principles on Business and Human Rights
- Universal Declaration of Human Rights
- United Nations Convention Against Corruption
- United Nations Convention on the Rights of the Child
- United Nations Convention on the Elimination of All Forms of Discrimination Against Women
- United Nations Global Compact

Other Useful References:

- Dodd-Frank Wall Street Reform and Consumer Protection Act
- Eco Management & Audit System
- Ethical Trading Initiative
- ILO Code of Practice in Safety and Health
- ISO 14001 and related standards – Environmental management
- ISO 45001:2018 - Occupational health and safety management systems
- National Fire Protection Association
- Social Accountability International (SAI)
    - SA 8000
- United States Federal Acquisition Regulation