

Kirin Group Human Rights Policy

The Kirin Group has expanded our business in response to changes in the societies in which we live and operate. We have expanded our products from beer to a wide variety of alcoholic beverages, soft drinks and foods, as well as advanced pharmaceuticals, and our business activities have spread around the world. Respect for human rights is a foundation for all of our business activities. We recognize that companies such as ours must continuously deepen their understanding of the potential human rights impacts associated with their own business and global value chain and take appropriate action to ensure respect for rights. We will conduct our business activities in line with this Kirin Group Human Rights Policy.

This policy applies to all the executives and employees - including part-time, dispatch and contract workers - of the Kirin Group, which constitutes Kirin Holdings Company, Limited and its consolidated subsidiaries. The Senior Executive Officer in charge of Human Resources at Kirin Holdings Company, Limited is responsible for the implementation and management of this Policy.

We expect that all of our business partners adhere to this policy. The Kirin Group will work to make our suppliers aware of this Policy, and we expect their compliance.

This Human Rights Policy governs all other policies and documents related to the Kirin Group's efforts to respect human rights across our global operations.

1. Respecting Human Rights in Practice

We understand that our business activities may have direct or indirect human rights impacts at every stage in the value chain, from R&D and procurement of raw materials to consumption/use of our products and services. We are committed to respecting human rights as set out in the International Bill of Human Rights¹ and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work². We support and are working to implement the United Nations Guiding Principles on Business and Human Rights,³ and Kirin Holdings Company, Limited is a signatory to the United Nations Global Compact.

¹ The International Bill of Human Rights consists of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenants on Economic, Social and Cultural Rights. It is widely regarded as the fundamental human rights framework in the international community.

² The Declaration on Fundamental Principles and Rights at Work refers to freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.

³ The United Nations Guiding Principles on Business and Human Rights, endorsed by the United Nations Human Rights Council in 2011, are the authoritative global standard for States and business to prevent and address the risk of adverse impact on human rights linked to business activity.

We comply with local laws and regulations wherever we operate. Where national law and international human rights standards differ, we will follow the higher standard; where they are in conflict, we will seek ways to respect internationally recognized human rights to the greatest extent possible.

2. Our Stakeholders and Human Rights

We recognize the importance of understanding our human rights impacts from the perspective of those affected.

We prohibit any form of discrimination based on race, ethnicity, nationality, social status, lineage, sex, disability, health conditions, ideology, faith, sexual orientation, gender identity, occupation or occupational status. We prohibit harassment and are committed to responsible labor practices including the provision of a safe and healthy environment in the workplace as well as ensuring adequate working hours and minimum wage. We also commit ourselves to respecting freedom of association and the right to collective bargaining.

We oppose any form of slavery or forced labor, including human trafficking, and child labor.

We acknowledge and seek to uphold our responsibility to the communities, including indigenous groups, affected by our operations.

3. Our Commitment to Human Rights Due Diligence

We will identify, prevent and mitigate adverse human rights impacts with which we are involved in line with the United Nations Guiding Principles on Business and Human Rights.

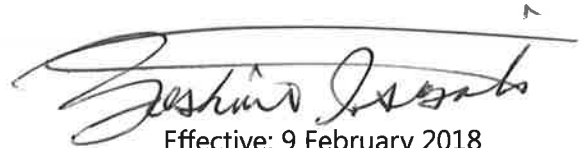
We will act upon the findings of this due diligence and endeavor to deliver appropriate and effective remedy where we identify that we have caused or contributed to adverse human rights impacts. We also recognize that we may play a role in remediation where adverse impacts are directly linked to our products and services by business relationships. Where it is necessary to prioritize our actions, we will prioritize to address our most severe adverse human rights impacts based on their scale, scope and irremediability.

Kirin Group's existing inquiry channels may be used to raise concerns related to our business activities. We will continue to work towards establishing effective grievance procedures.

We will provide the training necessary for our executives and employees to have the knowledge and capacity to implement this Policy.

We will regularly and publicly communicate our progress on our efforts to address adverse human rights impacts including through Kirin Holdings Company's website and/or integrated report.

We have benefited from the views of stakeholders in the drafting of this policy. As we move forward on our journey, we will continue to engage with our stakeholders concerning the human rights issues associated with our business and seek to update our practices to respect human rights.

A handwritten signature in black ink, appearing to read 'Yoshinori Isozaki', with a long horizontal flourish extending to the right.

Effective: 9 February 2018

Kirin Holdings Company, Limited
President & Chief Executive Officer

Yoshinori Isozaki