

Company Name Suntory Beverage & Food
Industry Agricultural Products (Supply Chain only)
Overall Score (*) 9.8 out of 100

Theme Score	Out of	For Theme
1.7	10	A. Governance and Policies
2.0	25	B. Embedding Respect and Human Rights Due Diligence
1.3	15	C. Remedies and Grievance Mechanisms
0.0	20	D. Performance: Company Human Rights Practices
2.0	20	E. Performance: Responses to Serious Allegations
2.9	10	F. Transparency

(*) Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2019 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: UNGC principles 1 & 2: The company "has signed the United Nations Global Compact". [Suntory CSR Group Site, 2018: suntory.com] Score 2 <ul style="list-style-type: none"> Met: UNGPs: The Company states that "the Suntory Group supports international standards such as the Universal Declaration of Human Rights as well as the United Nations Guiding Principles on Business and Human Rights". [Suntory CSR Group Site, 2018: suntory.com] Not met: OECD
A.1.2	Commitment to respect the human rights of workers	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: UNGC principles 3-6: The company remarks that "it has signed the United Nations Global Compact, which contain universal principles for human rights, labor, and the environment advocated by the United Nations". [Suntory CSR Group Site, 2018: suntory.com] Not met: Explicitly list All four ILO for AG suppliers: The supplier guidelines document includes a commitment to ILO core areas. In relation to freedom of association and collective bargaining, it states that 'suppliers must respect the right of employees to freely associate, organize and bargain collectively in accordance with applicable laws'. However, it is not clear if it is willing to respect the right to collective bargaining or alternative mechanisms where laws don't allow collective bargaining. [Suntory CSR Group Site, 2018: suntory.com & Supplier Guideline, 07/2017: suntory.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: Explicit commitment to All four ILO Core: The company states commitment to the 10 UN Global Compact principles, listing them. As the commitments form 3 - 6 are based on ILO Declaration, it has met the requirement. The Company's code of ethics include explicit commitment to each one as well. The company also states that 'we also recognize the importance and support freedom of association and right to collective bargaining even in countries and regions that do not recognize them by law, and promote the resolution of challenges through the cooperation of labor and management'. [Suntory CSR Group Site, 2018: suntory.com] • Not met: Respect H&S of workers: The company states that they "promote occupational health and safety based on the belief that a workplace where employees can work with peace of mind is connected to the vibrancy of the company". Promoting, however, does not imply a commitment. [Suntory CSR Group Site, 2018: suntory.com] • Met: H&S applies to AG suppliers: The supplier guidelines requires that 'suppliers must have a health & safety policy, identify any hazards in the workplace, manage them and communicate any potential dangers to the employees. [Supplier Guideline, 07/2017: suntory.com]
A.1.3.AG.a	Commitment to respect human rights particularly relevant to the industry - land and natural resources (AG)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Respect land ownership and natural resources • Not met: Respecting the right to water: The company engages in water conservation activities but it does not mention any commitment to respect the right to water. [Suntory CSR Group Site, 2018: suntory.com] • Not met: Expecting suppliers to respect these rights: The supplier guidelines states that 'engagement on the conservation of water resources in order to achieve a sustainable use of water is encouraged', and that suppliers are expected to control its use and don't release waste water directly into nature. However, no commitment found in relation to respect right to water. [Supplier Guideline, 07/2017: suntory.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Voluntary Guidelines on Tenure Rights • Not met: IFC Performance Standards • Not met: FPIC for all • Not met: Zero tolerance for land grabs • Not met: Respecting the right to water • Not met: Expecting suppliers to respect these rights
A.1.3.AG.b	Commitment to respect human rights particularly relevant to the industry – people’s rights (AG)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's rights • Not met: Children's rights • Not met: Migrant worker's rights • Not met: Expects suppliers to respect these rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: CEDAW/Women's Empowerment Principles • Not met: Child Rights Convention/Business Principles • Not met: Convention on migrant workers • Not met: Expecting suppliers to respect these rights
A.1.4	Commitment to engage with stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Regular stakeholder engagement: The company states that "We have various councils that meet regularly to enable labor and management to study and discuss key management challenges we face. These include the Business Conditions Conference, the Finance Reporting Council, and division and topic specific councils. These councils hear statements from the labor union about shop floor conditions and both parties debate Suntory Group's management policies". [Suntory CSR Group Site, 2018: suntory.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Commits to engage stakeholders in design: The company states that "recognizing the importance of promoting management that respects human rights of our stakeholders, we set out human rights activity policy and engage in various related activities". However it is not a commitment to engage stakeholders in design of its human rights approach. • Not met: Regular stakeholder design engagement
A.1.5	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to remedy

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> • Not met: Not obstructing access to other remedies • Not met: Collaborating with other remedy initiatives • Not met: Work with AG suppliers to remedy impacts
A.1.6	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Zero tolerance attacks on HRs Defenders (HRDs) Score 2 <ul style="list-style-type: none"> • Not met: Expects AG suppliers to reflect company HRD commitments

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: CEO or Board approves policy • Not met: Board level responsibility for HRs: The Board has a Sustainability Committee that 'is responsible for promoting sustainability management of the entire SBF Group, and will formulate and promote strategies that contribute to sustainable development of society and business". However, not clear whether this includes human rights. [Overview of Corporate Governance Framework, 13.03.19: suntory.com] Score 2 <ul style="list-style-type: none"> • Not met: Speeches/letters by Board members or CEO
A.2.2	Board discussions	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Board/Committee review of salient HRs • Not met: Examples or trends re HR discussion Score 2 <ul style="list-style-type: none"> • Not met: Both examples and process
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Incentives for at least one board member • Not met: At least one key AG HR risk, beyond employee H&S Score 2 <ul style="list-style-type: none"> • Not met: Performance criteria made public

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Commits to ILO core conventions: See indicator A.1.2 • Not met: Senior responsibility for HR: The company states that "The Code of Business Ethics shall fall under the supervision of the Compliance Department of the Risk Management Headquarters at Suntory Holdings Limited. This department will provide advice, proposals and support to each Group company related to the introduction of the items stipulated in the Code of Business Ethics as well as the establishment of corporate ethics". Such Code, contains the basic principles of human rights that the company commits to. However, it is not clear the senior manager or senior management committee that is ultimately responsible for human rights. [Suntory CSR Group Site, 2018: suntory.com] Score 2 <ul style="list-style-type: none"> • Met: Day-to-day responsibility: As indicated above, the Compliance department is in charge of supervising compliance with the code. In addition, there is a "Human Rights Education Promotion Committee, consisting of a central committee and human rights promotion member present in each office". [Suntory CSR Group Site, 2018: suntory.com] • Not met: Day-to-day responsibility for AG in supply chain
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Senior manager incentives for human rights • Not met: At least one key AG HR risk, beyond employee H&S Score 2 <ul style="list-style-type: none"> • Not met: Performance criteria made public

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.3	Integration with enterprise risk management	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HR risks is integrated as part of enterprise risk system: In the risk section of the annual report the Company considers risks related to corporate social responsibilities and supply chains. These include "problems concerning human rights such as occupation health and safety, and child labor". In relation to supply chain, it is mentioned fires, strikes, industrial accidents or other occupational health and safety issues. [Suntory CSR Group Site, 2018: suntory.com & Annual Report 2017, 2017: suntory.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) within Company's own operations	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to ILO core conventions: See indicator A.1.2 • Not met: Communicates its policy to all workers in own operations: The company states that they "carry out awareness and educational activities to improve awareness about human rights, and build a corporate culture that respects human rights throughout the entire organization". However the specific evidence found seems to refer strictly to Japan. [Suntory CSR Group Site, 2018: suntory.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Commits to all 4 ILO core conventions: See indicator A.1.2 • Not met: Communication of policy commitments to stakeholder • Not met: How policy commitments are made accessible to audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to all 4 ILO core conventions for suppliers • Not met: Communicating policy down the whole AG supply chain • Met: Requiring AG suppliers to communicate policy down the chain: The company indicates 'supplier guidelines provide the basic principles that suppliers of the Suntory Group shall respect [...] it is the first step of the approval process before any commitment with the Suntory group'. In addition, the document requires that 'to comply with all our requirements, Suppliers are expected to engage their own partners, supply chain and subsidiaries to respect the Suntory Group Supplier Guidelines. Suppliers must comply with international, national and industry related legislations where they operate. The Suntory Group encourages Suppliers to go beyond legal compliance and to work on continuous improvement'. [Supplier Guideline, 07/2017: suntory.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How HR commitments made binding/contractual • Not met: Including on AG suppliers
B.1.5	Training on Human Rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Scores at least 1 on A.1.2 • Not met: Trains all workers on HR policy commitments: The company declares that "We carry out awareness and educational activities to improve awareness about human rights, and build a corporate culture that respects human rights throughout the entire organization". It then goes on describing two activities that the company promotes: Broadening Human Rights Lectures with Human Rights for a Healthy Workplace theme and Introduction of e-Learning Course on Harassment Prevention. However, the company states that those courses only take place in Japan. [Suntory CSR Group Site, 2018: suntory.com] • Not met: Trains relevant AG managers including procurement [Suntory CSR Group Site, 2018: suntory.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Not met: Both requirements under score 1 met
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Scores at least 1 on A.1.2 • Not met: Monitoring implementation of HR policy commitments • Met: Monitoring AG suppliers: The company carries our questionnaires targeting major business partners. "These questionnaires are evaluating the potential social risks in the supply chain by focusing on the respect of human rights as well as considerations toward the work environment and occupational health and safety [...] The Suntory Group has started to visit and interview its overseas suppliers, asking them about human rights issues, such as child labor and forced labor. We conducted interviews with producers of malt and hops in 2014, and with oolong tea

Indicator Code	Indicator name	Score (out of 2)	Explanation
			production factories in 2015". It also adds that conducted monitoring at five oolong tea producers in China in 2016. [Suntory CSR Group Site, 2018: suntory.com] Score 2 <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Not met: Describes corrective action process • Not met: Example of corrective action • Not met: Discloses % of AG supply chain monitored
B.1.7	Engaging business relationships	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: HR affects AG selection of suppliers: The Company indicates that "we examine not only our existing suppliers to identify those that are at high risk, but assess potential new suppliers before we start business relationships". The supplier guidelines indicate that the document 'is the first step of the approval process before any commitment with the Suntory Group'. [Suntory CSR Group Site, 2018: suntory.com & Supplier Guideline, 07/2017: suntory.com] • Not met: HR affects on-going AG supplier relationships Score 2 <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met • Not met: Working with AG suppliers to improve performance
B.1.8	Approach to engagement with potentially affected stakeholders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Stakeholder process or systems: It is stated that "The Suntory Group pursues its business activities amid a range of connections with a variety of stakeholders. To continue being a company that contributes to the realization of a sustainable society, we will make clear our responsibilities to our stakeholders and communicate with them in various ways. We aim to incorporate feedback we receive and social needs into our corporate activities and continuously work to build deeply trusting and collaborative relationships with them". However it does not describe how it identify these stakeholders, although it does show different the channels stakeholders can make use of. [Suntory CSR Group Site, 2018: suntory.com] • Not met: Frequency and triggers for engagement • Not met: Workers in AG SC engaged [Suntory CSR Group Site, 2018: suntory.com] • Not met: Communities in the AG SC engaged Score 2 <ul style="list-style-type: none"> • Not met: Analysis of stakeholder views and company's actions on them

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Identifying risks in own operations: It describe that "In order to examine how the Suntory Group can address SDGs in our future CSR activities, we cooperated with KPMG AZSA Sustainability, a company which possess expert knowledge of sustainability issues, to perform the analysis for identifying our priority areas in terms of SDGs. We evaluated the priority for our stakeholders and the priority for the Suntory Group to create a materiality matrix of our initiatives. As a result of analysing CSR priority issues from the perspective of management challenges and risks, we have identified four priority SDGs that we should address in the first place : Goal 6: Water and Sanitation, Goal 3: Health and Welfare, (...). In addition, we are focusing on activities to protect water united as a Group by recognizing that the protection of water as a vital resource is of the utmost priority above all of our priority issues". Those were assessments based on SDG, and it is not clear if a general human rights risks identification was carried out. [Suntory CSR Group Site, 2018: suntory.com] • Not met: Identifying risks in AG suppliers: It is said "We gathered together the departments related to each of the seven core subjects* and debated the priority challenges that should be preferentially addressed by the Suntory Group". It is not mentioned it includes the identification of key risks in suppliers. [Suntory CSR Group Site, 2018: suntory.com] Score 2 <ul style="list-style-type: none"> • Not met: Ongoing global risk identification: The company states that " We are facilitating an even higher level of interaction by holding an ongoing exchange of opinions". However, although the language used could imply current risk identification, it makes reference to 2012. [Suntory CSR Group Site, 2018: suntory.com] • Not met: In consultation with stakeholders • Not met: In consultation with HR experts

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Triggered by new circumstances • Not met: Explains use of HRIAs or ESIA (inc HR)
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Salient risk assessment (and context) • Not met: Public disclosure of salient risks <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Action Plans to mitigate risks: The company claims that "We formulated midterm goals and action plans based on each theme of the six prioritized CSR initiatives, and we are promoting activities throughout the entire Group". However, no evidence found on plans to mitigate human rights risks. [Suntory CSR Group Site, 2018: suntory.com] • Not met: Including in AG supply chain [Suntory CSR Group Site, 2018: suntory.com] • Not met: Example of Actions decided: The company gives as example of an action taken by one of its suppliers "Conducted hearings with Oolong tea ingredient suppliers on human rights issues", in 2017 in order to promote supply chain CSR. And how it continuous in 2018 "Continue to conduct hearings with ingredient suppliers on human rights issues". However it does not show an example of actions taken within to mitigate particular risks. [Suntory CSR Group Site, 2018: suntory.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: System to check if Actions are effective • Not met: Lessons learnt from checking effectiveness <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Comms plan re identifying risks • Not met: Comms plan re assessing risks • Not met: Comms plan re action plans for risks • Not met: Comms plan re reviewing action plans • Not met: Including AG suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responding to affected stakeholders concerns • Not met: Ensuring affected stakeholders can access communications

C. Remedies and Grievance Mechanisms (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Channel accessible to all workers: A Compliance Hotline was set up that makes reference to Suntory Group's Code of Business Ethics. The Company indicates that "we have installed a Compliance Hotline both at our Compliance Office and at an external law firm as a common contact point for all of the Group companies in Japan in order to quickly discover and resolve problems when reporting or consulting with a supervisor is not appropriate". In addition it states that "we installed a worldwide common contact point for reports encompassing all Group companies in Japan and even overseas as part of our global risk management system". [Suntory CSR Group Site, 2018: suntory.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not met: Number grievances filed, addressed or resolved: The company discloses the following "In 2017, a total of 214 reports were received through these contact points at each Group company in Japan and overseas (...). Roughly 70% of the reports received in Japan were about labor, personnel and management issues. We work to resolve the raised concerns and prevent them from reoccurring by implementing corrective measures and recommendations based on the investigation results". No evidence found on how many of the grievances received, addressed or resolved were related to human rights. [Suntory CSR Group Site, 2018: suntory.com] • Not met: Channel is available in all appropriate languages: Although Beam Suntory has hotlines available in "all major languages", no evidence found for the whole Company. [Suntory CSR Group Site, 2018: suntory.com] • Met: Expect AG supplier to have equivalent grievance systems: The supplier guidelines document requires the following: 'suppliers are expected to have appropriate mechanisms by which employees can raise concerns protected from retaliation'. [Supplier Guideline, 07/2017: suntory.com] • Not met: Opens own system to AG supplier workers: It does not mention it specifically, it only mentions that it has now a global hotline to cover the companies business overseas. [Suntory CSR Group Site, 2018: suntory.com]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Grievance mechanism for community: Although it is claimed that Suntory has a global hotline, no specific access found to it, and no evidence found on whether external stakeholders including communities have access and are allowed to file complaints. <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Describes accessibility and local languages • Not met: Expects AG supplier to have community grievance systems • Not met: AG supplier communities use global system
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Engages users to create or assess system • Not met: Description of how they do this <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Engages with users on system performance • Not met: Provides user engagement example on performance • Not met: AG suppliers consult users in creation or assessment
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Response timescales • Not met: How complainants will be informed: The company affirms that they "work to resolve the raised concerns and prevent them from reoccurring by implementing corrective measures and recommendations based on the investigation results". However it does not mention how complainants are informed. [Suntory CSR Group Site, 2018: suntory.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Escalation to senior/independent level: The company describes how the problem can be escalated to more senior level by its Compliance Promotion Structure, however it does not say that its grievance mechanism is open to external individuals or communities. [Suntory CSR Group Site, 2018: suntory.com]
C.5	Commitment to non-retaliation over complaints or concerns made	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Public statement prohibiting retaliation: The company declares that "In the event a report is made, the privacy of the person who reports or seeks guidance about the matter shall be protected to the fullest and no retribution shall be tolerated as a result of a report or consultation". However, no evidence found on whether external stakeholders can access to the grievance mechanisms and are covered by the non-retaliation commitment. [Suntory CSR Group Site, 2018: suntory.com] • Not met: Practical measures to prevent retaliation: No evidence found of possibility to report anonymously for the whole group, or other practical measure to prevent retaliation. [Suntory CSR Group Site, 2018: suntory.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Has not retaliated in practice • Not met: Expects AG suppliers to prohibit retaliation: The Supplier guidelines document states that 'suppliers are expected to have appropriate mechanisms by which employees can raise concerns protected from retaliation'. However it is not

Indicator Code	Indicator name	Score (out of 2)	Explanation
			clear if this expectation is also extensive to other stakeholders beyond suppliers' employees. [Supplier Guideline, 07/2017: suntory.com]
C.6	Company involvement with State-based judicial and non-judicial grievance mechanisms	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Won't impede state based mechanisms • Not met: Complainants not asked to waive rights Score 2 <ul style="list-style-type: none"> • Not met: Will work with state based or non judicial mechanisms • Not met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Describes how remedy has been provided • Not met: Says how it would remedy key sector risks Score 2 <ul style="list-style-type: none"> • Not met: Changes introduced to stop repetition • Not met: Approach to learning from incident to prevent future impacts • Not met: Evaluation of the channel/mechanism

D. Performance: Company Human Rights Practices (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.1.b	Living wage (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Living wage in supplier code or contracts: Wages is one of the key elements of Suntory Beam in relation to its suppliers. However, it does not specify living wages requirements. Supplier guidelines document requires that 'wages and benefits must be in line with local legislation and meet or exceed the legal minimum standards of the country where the workers are employed'. No evidence found in relation to living wages requirements including basic needs for employee and family/dependents allowing for some discretionary income. [Suntory CSR Group Site, 2018: suntory.com & Supplier Guideline, 07/2017: suntory.com] Score 2 <ul style="list-style-type: none"> • Not met: Improving living wage practices of suppliers • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends demonstrating progress
D.1.2	Aligning purchasing decisions with human rights	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Avoids business model pressure on HRs (purchasing practices): It is stated that "Suntory Group also views equitable and fair transactions with business partners extremely important in the realization of sustainable society through business activities, and strives to ensure social responsibility throughout supply chains. In order to fulfil such responsibility, we established the Suntory Group's Basic Policy on Supply Chain CSR, which includes six core items; legal compliance, human rights and labor standards, quality, environment, information security, and coexisting with society". However, it does not state requirement to avoid business model pressure on HRs (purchasing practices). [Suntory CSR Group Site, 2018: suntory.com] Score 2 <ul style="list-style-type: none"> • Not met: Positive incentives to respect human rights (purchasing practices) • Not met: Both requirements under score 1 met
D.1.3	Mapping and disclosing the supply chain	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Identifies suppliers back to manufacturing sites (factories or fields) Score 2 <ul style="list-style-type: none"> • Not met: Discloses significant parts of SP and why
D.1.4.b	Prohibition on child labour: Age verification and corrective actions (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Child Labour rules in codes or contracts: The company declares that expects from it suppliers the prohibition of child labour. However, it does not specify age verification for job applicants and workers, and remediation programmes. [Suntory CSR Group Site, 2018: suntory.com & Supplier Guideline, 07/2017: suntory.com] Score 2 <ul style="list-style-type: none"> • Not met: How working with suppliers on child labour • Not met: Both requirements under score 1 met • Not met: Analysis of trends in progress made

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.5.b	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Debt and fees rules in codes or contracts: The Beam Suntory Global Citizenship Policy has provisions that prohibit forced labor, slave labor, and labor under confinement. The company, however, does not mention debt bondage requirements, including refraining from imposing any financial burdens on workers by withholding wages or expenses including recruitment fees and related recruitment costs, in its contractual arrangements with its suppliers or supplier code of conduct. No evidence found of this for the rest of the Group either. Supplier guidelines only refer to 'prevent involuntary labor and any form of human trafficking'. [Suntory CSR Group Site, 2018: suntory.com & Supplier Guideline, 07/2017: suntory.com] • Not met: How working with suppliers on debt & fees <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Analysis of trends in progress made
D.1.5.d	Prohibition on forced labour: Restrictions on workers (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Free movement rules in codes or contracts: Supplier guidelines document requires that 'suppliers must prevent involuntary labor and any form of human trafficking'. No further details found. [Supplier Guideline, 07/2017: suntory.com] • Not met: How working with suppliers on free movement <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends demonstrating progress
D.1.6.b	Freedom of association and collective bargaining (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: FoA & CB rules in codes or contracts: It is stated that "we established the Suntory Group's Basic Policy on the CSR Supply Chain that consists of six main pillars - legal compliance, human rights and labor standards, (...) - that address global issues such as child labor, forced labor, freedom of association and collective bargaining, working hours". However, it does not include the prohibition of intimidation, harassment, retaliation and violence against union members and union representatives. [Suntory CSR Group Site, 2018: suntory.com & Supplier Guideline, 07/2017: suntory.com] • Not met: How working with suppliers on FoA and CB <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends demonstrating progress
D.1.7.b	Health and safety: Fatalities, lost days, injury rates (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Sets out clear Health and Safety requirements: The Company indicates that policy on supply chain promotes initiatives that respect basic human rights, and consider labor conditions, as well as health and safety. However, no evidence found on specific health and safety requirements for suppliers. [Suntory CSR Group Site, 2018: suntory.com] • Not met: Injury Rate disclosures • Not met: Lost days or near miss disclosures • Not met: Fatalities disclosure <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How working with suppliers on H&S • Not met: Provides analysis of trends demonstrating progress: There is an analysis of trends but for the company's own employees. [Suntory CSR Group Site, 2018: suntory.com]
D.1.8.b	Land rights: Land acquisition (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Rules on land & owners in codes or contracts • Not met: How working with suppliers on land issues <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.9.b	Water and sanitation (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Rules on water stewardship in codes or contracts: The supplier guidelines document states that suppliers are expected to control water use, don't release water directly into nature and encourages engagement on conservation of water resources. No evidence found, however, in relation to 'refraining from negatively affecting access to safe water'. [Supplier Guideline, 07/2017: suntory.com] • Not met: How working with suppliers on water stewardship issues Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends demonstrating progress
D.1.10.b	Women's rights (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Women's rights in codes or contracts • Not met: How working with suppliers on women's rights Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends demonstrating progress

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found, and so the score of 7.87 out of 80 points scored in themes A-D & F has been applied to produce a score of 1.97 out of 20 points for theme E.

F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	0.86 out of 4	Out of a total of 42 indicators assessed under sections A-D of the benchmark, Suntory Beverage & Food made data public that met one or more elements of the methodology in 9 cases, leading to a disclosure score of 0.86 out of 4 points.
F.2	Recognised Reporting Initiatives	2 out of 2	The individual elements of the assessment are met or not as follows: Score 2 <ul style="list-style-type: none"> • Met: Company reports on GRI: The Company includes a GRI index in the CSR site document. [Suntory CSR Group Site, 2018: suntory.com] • Not met: Company reports on SASB • Not met: Company reports on UNGPRF
F.3	Key, High Quality Disclosures	0 out of 4	Suntory Beverage & Food met 0 of the 8 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator. Specificity and use of concrete examples <ul style="list-style-type: none"> • Not met: Score 2 for A.2.2 : Board discussions • Not met: Score 2 for B.1.6 : Monitoring and corrective actions • Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers • Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s) Discussing challenges openly <ul style="list-style-type: none"> • Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts • Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned Demonstrating a forward focus <ul style="list-style-type: none"> • Not met: Score 2 for A.2.3 : Incentives and performance management • Not met: Score 2 for B.1.2 : Incentives and performance management

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2019 Key Findings report and technical annex for more details of the research process.

The Benchmark is made available on the express understanding that it will be used solely for general information purposes. The material contained in the Benchmark should not be construed as relating to accounting, legal, regulatory, tax, research or investment advice and it is not intended to take into account any specific or general investment objectives. The material contained in the Benchmark does not constitute a recommendation to take any action or to buy or sell or otherwise deal with anything or anyone identified or contemplated in the

Benchmark. Before acting on anything contained in this material, you should consider whether it is suitable to your particular circumstances and, if necessary, seek professional advice. The material in the Benchmark has been put together solely according to the CHRB methodology and not any other assessment models in operation within any of the project partners or EIRIS Foundation as provider of the analyst team.

No representation or warranty is given that the material in the Benchmark is accurate, complete or up-to-date. The material in the Benchmark is based on information that we consider correct and any statements, opinions, conclusions or recommendations contained therein are honestly and reasonably held or made at the time of publication. Any opinions expressed are our current opinions as of the date of the publication of the Benchmark only and may change without notice. Any views expressed in the Benchmark only represent the views of CHRB Ltd, unless otherwise expressly noted.

While the material contained in the Benchmark has been prepared in good faith, neither CHRB Ltd nor any of its agents, representatives, advisers, affiliates, directors, officers or employees accept any responsibility for or make any representation or warranty (either express or implied) as to the truth, accuracy, reliability or completeness of the information contained in this Benchmark or any other information made available in connection with the Benchmark. Neither CHRB Ltd nor any of its agents, representatives, advisers, affiliates, directors, officers and employees undertake any obligation to provide the users of the Benchmark with additional information or to update the information contained therein or to correct any inaccuracies which may become apparent (save as to the extent set out in CHRB Ltd's appeals procedure). To the maximum extent permitted by law any responsibility or liability for the Benchmark or any related material is expressly disclaimed provided that nothing in this disclaimer shall exclude any liability for, or any remedy in respect of, fraud or fraudulent misrepresentation. Any disputes, claims or proceedings this in connection with or arising in relation to this Benchmark will be governed by and construed in accordance with English law and submitted to the exclusive jurisdiction of the courts of England and Wales.

As CHRB Ltd, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.