


## Human Rights

Our Group believes that all business activities should be conducted with respect for human rights as a fundamental principle, based on our founding management philosophies of mutual trust and respect for humanity. We aim to achieve sustainable growth by promoting responsible procurement throughout the entire supply chain in collaboration with business partners worldwide, while continuously working to respect human rights and improve working conditions.

### Human Rights Policy

 The Wacoal Group Human Rights Policy  
<https://www.wacoalholdings.jp/en/sustainability/rights/>

We have established the Wacoal Group Human Rights Policy as a guideline for promoting group-wide efforts to respect human rights and fulfill corresponding responsibilities. This Policy conforms to the United Nations “Guiding Principles on Business and Human Rights.”

### Human Rights Structure

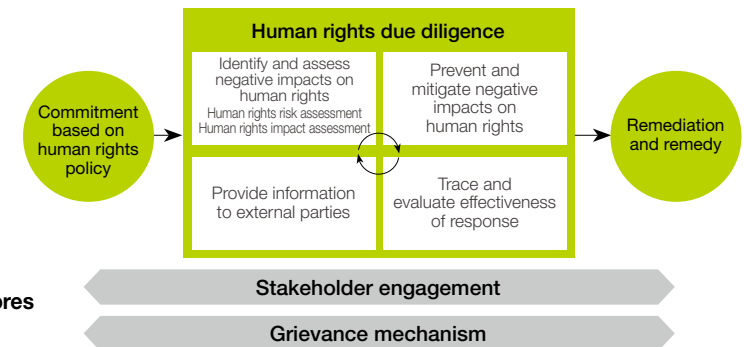
The Subcommittee for Human Rights, D&I, which was established under the Sustainability Committee responsible for planning of sustainability activities and monitoring of progress, conducts education and awareness activities related to the protection of human rights and provides advice and recommendations for the establishment and implementation of human rights due diligence frameworks to ensure the Group fulfills its responsibilities to respect human rights according to its Human Rights Policy and that its operations are executed appropriately.

### Human Rights Due Diligence

In accordance with the CSR Procurement Guidelines, since 2017 the Group has been working on a process to identify negative impacts and risks to human rights in product procurement and to formulate and implement appropriate countermeasures. However, we have not been able to identify human rights issues in the supply chain other than the procurement process. Therefore, in 2023, we conducted a human rights risk assessment to identify potential human rights risks in the Wacoal Group's entire supply chain. The identification process subsequently involved discussions with third-party organizations, leading to the identification of three human rights themes that the Group should address in the future.

#### Important Human Rights Themes

1. Continual understanding of human rights issues in the procurement supply chain
2. Improvement of the workplace environment for all employees, including those in offices, factories, and stores
3. Respect for consumers' human rights and diversity



## TOPICS

### 2024 Human Rights Impact Assessment Results

Regarding human rights issues of foreign workers, which is generally considered to have high potential risk, a third-party organization pointed out to us that we needed to take a step beyond our usual CSR procurement activities. Therefore, we conducted a Human Rights Impact Assessment in 2024.

#### (1) Verification of Employment Status of Foreign Technical Intern Trainees

We verified the employment status of foreign technical intern trainees, primarily at our Group companies within Japan.

#### (2) Direct Questionnaire Survey of Foreign Technical Intern Trainees

We conducted an online questionnaire survey to gather direct feedback from rights holders. This survey was carried out in collaboration with a third-party organization, and its content is based on the Dhaka Principles for Migration with Dignity.

#### (3) Conducting Interviews

Interviews were conducted at selected factories based on the findings from (2). To ensure objectivity and neutrality, the interviews were conducted by the third-party organization, and neither our Company nor factory personnel were present.

### Evaluation Results Summary

- Regarding the working and living conditions of foreign technical intern trainees, no human rights violations were observed, and it was confirmed that the relationship between them and the Company is very good.
- Smooth daily communication has been established. Regarding work duties, Japanese staff make efforts to provide explanations in concise Japanese. For daily life, a system is in place where daily concerns and difficulties are promptly shared with the factory management and addressed, primarily through the efforts of life guidance counselors and personnel from the supervising organization.
- Since signage within the factory is primarily in Japanese, enhancing multilingual signage is desirable, aiming not only to ensure safety and security but also to improve quality and reduce defect rates.
- It is important to regularly confirm the impact on living conditions and the standard of living wages caused by Japan's rapid price increases and yen depreciation, in cooperation with the supervising organization and life guidance counselors.

Issues identified in the evaluation results have been shared with factory management, and improvement actions are being implemented.

## Human Rights

### CSR Procurement Activities

Our Group delivers the highest quality products cherished by our customers, working not only with suppliers within the Group who share our philosophy and aspirations, but also with the cooperation of numerous business partners who produce raw materials and goods. Realizing the importance of meeting the expectations of society, establishing mutual trust, and working in unison, we believe that promoting CSR procurement together with our business partners will maximize the interests of all of our partners along the supply chain and contribute to the sustainable growth of all parties. As such, we will continue to engage proactively in this area going forward.

In October 2017, our Company established “Wacoal Group CSR Procurement Guidelines,” as our corporate Group’s shared policy for procurement. We promote transactions based on the trusting relationship and cooperation with manufacturing outsourcees that put importance on social requirements, such as human rights, working practices, the environment, and ethics.

### Main Content of the Wacoal Group CSR Procurement Guidelines

1. Organizational Governance - Development of a transparent system for managing organizations that complies with laws
2. Respect for human rights, and non-engagement in infringement on human rights
3. Sound labor-management relationships, occupational health and safety
4. Care for environmental conservation
5. Fair competitions, respect for property rights of everyone
6. Guaranty of the safety and reassurance of consumers
7. Coexistence with local communities, and social contribution


### System for Promoting CSR Procurement

The Subcommittee for CSR Procurement, a subordinate body of the Sustainability Committee (which is responsible for developing an overall plan for sustainability activities and monitoring their progress) formulates an overall plan related to CSR procurement, monitors progress, coordinates across the Group, and provides education, guidance, and support.

### Disclosure of Basic Information of Contract Manufacturers

Since May 2018, we have been publishing basic information about our contract manufacturers that have agreed to disclosure on our website.

 Disclosure of the basic information on factories entrusted with the manufacturing of our products:  
<https://www.wacoalholdings.jp/en/sustainability/csr/list/>

 CSR procurement activities based on the Wacoal Group’s mutual respect and collaboration:  
<https://www.wacoalholdings.jp/en/sustainability/csr/>

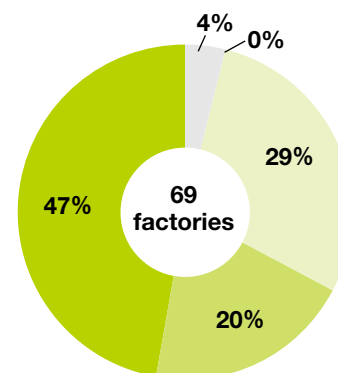
### Fiscal 2025 Initiatives

- Conducted self-assessments to evaluate the status of compliance with matters specified in the “Wacoal Group CSR Procurement Guidelines” and provided feedback on the analysis and evaluation results
- Strengthened monitoring of contract manufacturer sewing factories that accept foreign technical intern trainees
- Conducted a human rights impact assessment on foreign technical intern trainees in order to gain a better understanding of their actual situation

### Monitoring Results (Self-Assessment Results of Contract Manufacturers)

Self-assessments are conducted every two years, with 69 factories subject to assessment for fiscal 2025. Of these 69 factories, 36 have undergone continuous self-assessment since fiscal 2023. Factories with lower levels will be prioritized for on-site inspections, with corrective actions and improvements planned.

### Results of the Self-Assessment at the Contract Manufacturers



### Assessment Criteria: Level 5 (High Rating)–Level 1 (Low Rating)

Rating	Details
Level 5	Exemplary level. Sustainance of high standards expected going forward.
Level 4	Above-average level overall. Pursuit of higher standards expected going forward.
Level 3	Improvements in all areas expected going forward.
Level 2	Improvements in all areas highly expected going forward.
Level 1	Serious issues (high risk of contract termination) exist. Improvements must be made immediately.

### Fiscal 2026 Plans

- Implemented self-assessment sheets for sewing factories, raw material suppliers, and dyeing factories, strengthening monitoring functions through analysis and evaluation feedback, corrective and improvement plans, and follow-up.
- Conducted on-site audits, primarily at new sewing factories.