

The Wacoal Group Human Rights Policy

The “Wacoal Group Human Rights Policy (hereinafter, the “Policy”) is formulated on the foundation of the United Nations “Guiding Principles on Business and Human Rights.” As a working guideline, the Policy seeks to promote respect for human rights throughout the Group as a whole in effectively discharging our duties toward that objective.

(1) Basic Thinking

Ever since its inception as a corporate entity, the Wacoal Group (“Wacoal”) has never rested in the mission to further business management rooted in “mutual trust” and “respect for humanity.” The Wacoal purpose is to contribute to the everyday health and affluence of each and every one of our customers through the products and services that we supply, effectively setting our sights on the realization of a sustainable society.

Wacoal recognizes that all of our business activities must be grounded in the premise of unrelenting respect for human rights. True to this stance, we pledge to fully grasp and support the following international principles and standards as the minimum tenets and benchmarks to be maintained with regard to human rights.

- United Nations Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- Ten Principles of the UN Global Compact
- International Labour Organization Core Labour Standards

(2) Scope of Application

The Policy shall apply to all Wacoal executives and employees. Wacoal likewise looks forward to the understanding and support of the Policy on the part of all business partners concerned with our products and services.

(3) Fulfillment of Responsibilities in Respect of Human Rights

Wacoal understands the risks that the company’s business activities may exert a direct or indirect impact on human rights, and naturally strives to ensure that such activities do not infringe upon the rights of others. Upon learning that any of its business activities have in fact exerted a negative impact on human rights,

Wacoal shall mount appropriate responses aimed at rectifying the situation, thereby fulfilling our responsibilities in maintaining respect for such rights.

- Compliance with Applicable Laws and Regulations

Wacoal shall comply with all laws and regulations in force in each of the nations or regions where we conduct our business activities. In the event of occurrence of conflict with internationally recognized principles on human rights or the laws or regulations in force in specific nations, Wacoal shall pursue methods aimed at ensuring maximum respect for international human rights principles.

- Human Rights Due Diligence

Wacoal shall formulate a human rights due diligence system, thereby striving to stipulate the negative impact caused by the company on society and prevent and reduce such impact.

- Dialogue and Deliberation

Within the process of executing the Policy, Wacoal shall utilize the knowledge of outside experts as deemed necessary. Dialogue and deliberation with related stakeholders shall also be earnestly conducted.

- Education (Training)

Wacoal shall implement broad-based human rights enlightenment programs targeting all executives and employees, working to ensure that the Policy encompasses the full range of the company's business activities and is effectively executed.

- Improvements and Relief

In order to efficiently grasp any negative impact on human rights accompanying its business activities, Wacoal shall maintain a system effective in responding to reports of such situations. In cases when negative impact has clearly been caused with regard to human rights or such impact has been furthered, measures shall be adopted through appropriate procedures to provide relief for the conditions.

- Reports and Information Disclosure

Wacoal shall disclose the progress and the results of measures adopted in the interest of maintaining respect for human rights on its website or other formats.

The Policy has been approved by the Wacoal Board of Directors.

Enacted: April 1, 2022

Masaaki Yajima

A handwritten signature in black ink that reads "Masa Yajima". The signature is written in a cursive, flowing style.

Representative Director, President and CEO (Group CEO)
Wacoal Holdings Corp.