

# Mizuno Code of Conduct for Suppliers

We at Mizuno Corporation support fair employment practices in our relationships with our employees and seek to provide a safe environment in which to work, with a commitment to basic human rights in the workplace. We embrace and support all labor-related international declarations, including the Universal Declaration of Human Rights, in compliance with all applicable labor laws in the the countries in which we do business, including local laws addressing working hours, compensation, freedom of association and collective bargaining, working conditions and other workplace practices. We seek to create a working environment where individuals are treated with dignity, fairness and respect. We also recognize, value, respect and celebrate the cultural differences and diversity of background and thought of our employees.

Under this policy, we have established the Mizuno Code of Conduct for Suppliers, as stated below. We expect all suppliers engaging in the manufacturing of Mizuno products to abide by the Mizuno Code of Conduct for Suppliers.

We also expect our suppliers to ensure that the provisions of this Code of Conduct are communicated to their employees. To this end, this Code of Conduct should be translated into the local language and be posted in plain view. We also expect our suppliers to introduce an appropriate operational system that enables the monitoring of the implementation of this Code of Conduct.

## **1. Corporate Governance**

### **1) Compliance with Applicable Laws and Standards**

#### **Compliance with applicable laws and standards**

Suppliers will comply with all applicable laws, rules, regulations and requirements, and establish a system to ensure its compliance with applicable laws and standards.

#### **ILO international labor standards**

We expect our suppliers to respect the principles of the following international instruments:

ILO Convention 29 (Forced or Compulsory Labor)

ILO Convention 81 (Labor Inspection in Industry and Commerce)

ILO Convention 87 (Freedom of Association and Protection of the Right to Organize)

ILO Convention 98 (Application of the Principles of the Right to Organize and to Bargain Collectively)

ILO Convention 122 (Employment Policy)

ILO Convention 131 (Minimum Wage Fixing, with Special Reference to Developing Countries)

ILO Convention 138 (Minimum Age for Admission to Employment)

ILO Convention 159 (Vocational Rehabilitation and Employment)

ILO Convention 182 (Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor)

## **2. Human Rights**

### **1) Respect for Fundamental Rights at Work**

#### **Prohibition of child labor**

Suppliers will not employ children who are less than 15 years old, or less than the age for completing compulsory education in the country of manufacture.

#### **Prohibition of forced labor**

Suppliers will not use forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise, or whether by the means of the use of threat, coercion, corporal punishment, verbal abuse or otherwise.

#### **Freedom of association and collective bargaining**

Suppliers will recognize and respect the right of employees to organize and join associations of their own choosing and to bargain collectively. Suppliers will not obstruct alternative and legal means for independent and free association or collective bargaining where laws specifically restrict the right to freedom of association and collective bargaining. Additionally, Suppliers will implement systems to ensure effective communication with employees.

### **Prohibition of discrimination**

Suppliers will hire and judge their employees and subcontractors based on their ability to do their job, and will not engage in or support unlawful discrimination on the grounds of race, color, origin, gender, religion, age, disability, marital status, parental status, association, membership, sexual orientation, or political opinion. Suppliers will not engage in sexual, power, or other forms of harassment.

## **3. Labor Practices**

### **1) Employment and Employment Relationships**

#### **Realization of stable employment**

Suppliers will secure stable employment. Suppliers will not terminate a contract of employment unilaterally due to business reasons, or hire employees in a haphazard way (short-term, for seasonal employment, etc.).

#### **Prohibition of unwarranted punishment or discipline**

Suppliers will not engage in unwarranted punishment or discipline based on race, origin, color, gender, religion, age, disability, marital status, parental status, association, membership, sexual orientation, or political opinion. Suppliers will not take any disciplinary action without establishing appropriate disciplinary rules or without a full investigation and consideration of the facts.

### **2) Conditions of Work and Social Protection**

#### **Supply of decent wages and benefits**

Suppliers will pay wages sufficient to meet the basic needs of employees, reasonable savings and discretionary expenditure, or wages that equal or exceed the minimum wage required by law or the prevailing industry wage. Benefits that equal or exceeded legal minimum standards will be provided. In addition, Suppliers will pay wages directly to their employees in cash or by check, or the equivalent, and have in place a system to provide information relating to wages, such as concerning deductions from wages.

#### **Appropriate labor hours management**

Suppliers will meet local legal requirements for labor hours and compensate employees for overtime hours at the rate legally required.

### **3) Health and Safety at Work**

#### **Securing of a safe and healthy workplace environment**

Suppliers will provide a safe and healthy environment not only in the workplace but also in all facilities used by employees, such as toilet, cafeterias, and dormitory facilities, by taking effective steps to prevent potential work-related accidents and diseases. Suppliers will also prepare for disasters and emergency situations.

### **4. Environmental Practices**

#### **1) Prevention of Pollution**

##### **Hazardous material release control and waste reduction**

Suppliers will restrain and reduce the release of toxic and hazardous substances from their business activities (production and R&D), which contribute to the pollution of air, water and soil, and which contribute to the pollution of the living environment of people living near the plant, including noise, offensive odors, landscape pollution, vibrations. Suppliers will reduce solid or liquid wastes generated in the course of production. Suppliers will also engage in business activities in compliance with environment and related laws and regulations.

#### **2) Sustainable Resource Use**

##### **Consumption of sustainable resources**

Suppliers will not excessively consume raw materials from wood, water and other natural resources for production, but use natural resources at a rate that is less than, or equal to, the rate of natural replenishment. Suppliers will not excessively consume energy resources (electricity, fuels, etc.) and will promote sustainable resource use by enhancing energy efficiency and utilizing alternative energy resources.

#### **3) Sustainable Consumption**

##### **Provision of low environmental impact products**

Suppliers will give consideration, at the stage of production design, to the reduction of the environmental impact of product use, by minimizing the emissions and discharge of toxic and hazardous substances that contribute to air pollution and water contamination.

## **5. Fair Business Practices**

### **1) Anti-corruption**

#### **Prohibition of corruption and illegal transactions**

Suppliers will not engage in unlawful or unprofessional conduct, such as the offer and acceptance of money, gifts, entertainment and services in the hope of being rewarded in business. Such conduct includes the offer of bribes to public officials in the hope of favorable treatment in competitive bidding and the offer or acceptance of excessive entertainment to obtain a chance to place/accept an order. Also, suppliers will not take advantage of being in a strong position for their interest, including unilaterally offering transaction conditions to subcontractors or cosigned businesses, committing fraud on business partners, or engaging in conflicts of interest.

### **2) Fair Competition**

#### **Fair competition**

Suppliers will not engage in unfair competition or transactions. Suppliers will be prohibited from taking advantage of their position of superiority to interfere with free market competition, such as monopoly pricing, and from acting in collusion with other companies to secure their market superiority.

### **3) Respect for Property Rights**

#### **Protection of intellectual property rights**

Suppliers will respect copyrights, patents and other intellectual property rights, all of which are rights and interests conferred through intellectual creation activity.

## **6. Community Involvement and Development**

### **1) Community Involvement**

#### **Activities contributing to the development of the local community**

Suppliers will engage in activities that help to stabilize the situation in the local community. Suppliers will also carry out activities that contribute to the development of the local community, such as efforts to address issues (development/improvement of infrastructure, educational promotion, the improvement of health and medical services, the promotion of local economy) confronting the local community.

These minimum requirements will become part of all new or renewed commercial agreements between Mizuno Corporation and its direct suppliers in a step-by-step manner. Suppliers must be able to demonstrate their compliance with these requirements at the request of and to the satisfaction of Mizuno Corporation. Mizuno Corporation or its designated agent (including a third party) has the right to audit any site involved in work for Mizuno Corporation, and any supplier that fails to satisfy Mizuno Corporation of its compliance is subject to the termination of any of its agreements with Mizuno Corporation.