

UNITED ARROWS Group Human Rights Policy

The UNITED ARROWS Group, declaring “With sincerity and a sense of beauty, we continually create new tomorrows for our customers, setting the standard for lifestyle culture” as its corporate philosophy, has advanced the initiatives to realize a sustainable society and environment through “Creating Five Values (customers, employees, business partners, society and shareholders)”. To bring these into being, we understand that the human rights of all stakeholders involved in business activities must be respected.

The UNITED ARROWS Group has established this policy on the basis of the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Labor Standards, and the UN Guiding Principles on Business and Human Rights. All its directors and employees understand and comply with this, thereby aiming to behave on their own to respect human rights.

I Scope of application

This policy applies to all directors and employees of the UNITED ARROWS Group. We will also work to have all business partners connected with our group understand and comply with this policy.

II Responsibility for respecting human rights

The UNITED ARROWS Group recognizes that it cannot completely eliminate the possibility of causing a direct or indirect negative impact on human rights in its business activities. We will aim to build a responsible supply chain by paying the maximum attention to not violating human rights in our business activities and by taking appropriate countermeasures to correct the situation should a negative impact occur.

III Applicable laws and regulations

The UNITED ARROWS Group complies with all laws, regulations and ordinances of each country and region. To advance social and environmental responsibility and business ethics, we will strive to respect internationally recognized principles of human rights in the event of encountering a demand that contradicts between the laws and regulations of each country and region, and international principles.

IV Human rights due diligence

The UNITED ARROWS Group endeavors to grasp, prevent and mitigate any negative influence on and risks related to human rights through building and continuously operating a mechanism of human rights due diligence with the aim of fulfilling its responsibility for respecting human rights.

V Correction and remedy

In the event it is revealed that the UNITED ARROWS Group has caused a negative influence on human rights directly or has been involved such influence indirectly, the Group will engage in a correction and remedy through appropriate measures.

VI Education

The UNITED ARROWS Group will provide appropriate education to ensure that this policy permeates and takes root in all business activities.

VII Disclosure of information

The UNITED ARROWS Group will disclose on its website, etc. the progress and results of its initiatives to respect human rights.

VIII Dialogue and consultation

The UNITED ARROWS Group will sincerely have dialogue and discussions with stakeholders who can cause a negative influence on human rights in its business activities directly or indirectly.

Established: March 2023

UNITED ARROWS LTD.

Yoshinori Matsuzaki

Representative Director, President and CEO