

# Attention to Human Rights

To prevent human rights violations and to build a sustainable value chain, we place importance on dialogue with our stakeholders and conduct our business activities in accordance with our Human Rights Policy.

Relevant SDGs



## Human Rights Initiatives

In conducting its global business, AEON regards respect for the human rights of its own employees and those of people working in its supply chain, as well as the human rights of people and customers in countries and regions affected by its business, as an extremely important social responsibility. In addition to AEON's Basic Philosophy, and in line with the principles of the United Nations Global Compact, in which we announced our participation in 2004, AEON is committed to protecting the human and labor rights of everyone affected by our business activities. In addition to complying with national laws concerning human and labor rights, we are also in compliance with the human rights norms set out in the International Bill of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Furthermore, we respect the rights of children and women on the basis of the concepts of the Children's Rights and Business Principles and the Principles on the Elimination of Discrimination against Women, and we fully support and practice the UN Guiding Principles on Business and Human Rights. We follow the philosophy and policy of our Company, with the intention of creating an organization that respects human rights and allows all its employees to participate in the development of the Company regardless of gender or nationality. And at the same time, we are creating a workplace in which all employees can fully demonstrate their abilities. We believe that responding to human rights risks is the foundation for developing human resources and allowing our employees to demonstrate their capabilities, and we are promoting initiatives accordingly.

- AEON's Basic Philosophy ▶ <https://www.aeon.info/en/company/concept/concept/>
- AEON's Human Rights Policy ▶ <https://www.aeon.info/en/humanrights/aeonhumanrightspolicy/>
- Human Rights Initiatives ▶ <https://www.aeon.info/en/humanrights/>

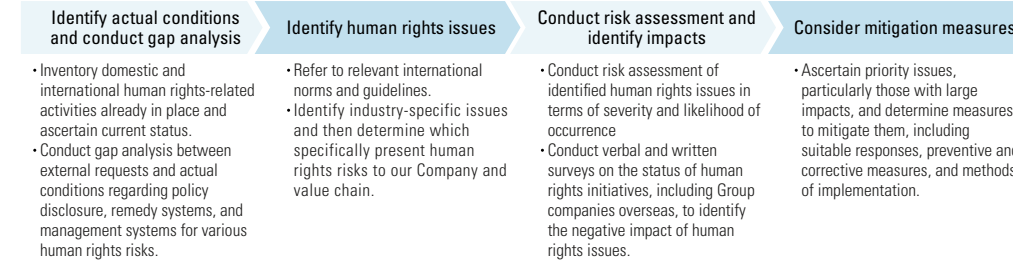
## Promotion System for Human Rights Initiatives

AEON MALL aims to create a society where human rights are respected for all people and has thus set being a responsible business as a materiality. We strive to prevent, reduce, and mitigate any negative impacts our corporate activities may have on human rights. So that we can fulfill our responsibilities, our ESG Promotion Subcommittee, which is made up of department managers who take a proactive approach to human rights issues, examines and discusses various related matters, with the ESG Promotion Committee, chaired by our President and CEO, then making decisions on how to proceed.

In August 2021, the ESG Promotion Committee formulated our *Guidelines for Sustainable Transactions*, and we are working to disseminate them through external briefings and internal training.

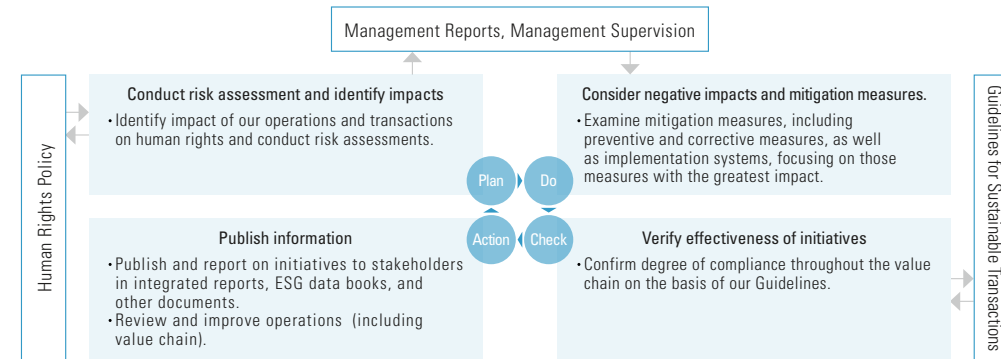
In addition, in October 2021, the President & CEO delivered a message to a subcommittee of the Aeon Store Association on the subject of establishing *Guidelines for Sustainable Transactions* that will lead to mutual and sustainable development.

## Human Rights Due Diligence Implementation Process

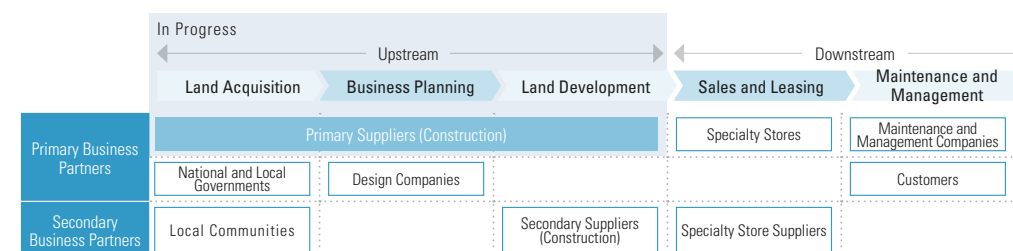


## Human Rights Due Diligence Post-Implementation Roadmap

On the basis of the results of our human rights due diligence, corrective plans can be developed and a PDCA cycle established to routinely address human rights risk mitigation. We will continue to disclose our progress in our Integrated Report and other documents.



## Implementation Scope Related to Human Rights Due Diligence



# Value Creation Strategy

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## Value Creation Strategy

### Details of the scope of human rights, corrective actions, and future initiatives

Scope	Details of Scope	Corrective Actions and Future Initiatives
Human rights in the workplace	Our people at AEON are our most important asset. We will create a safe, secure, and comfortable work environment so that they can maximize their potential. As part of this, we must understand the actual state of occupational health and safety, harassment, and abuse in the workplace, making improvements immediately when problems are recognized.	<ul style="list-style-type: none"> <li>Educate employees on mental health issues</li> <li>Please refer to our Human Resources Strategies for details on our corrective measures and future initiatives on human rights in the workplace, which includes harassment prevention, work style reform, and response to mental health issues. (See ▶ P.50 onwards)</li> </ul>
Human rights in relationships with business partners	We seek mutual prosperity as equal partners through fair transactions. For example, we must prevent bribery so as not to be complicit in human rights abuses and their associated negative impacts. We must also ensure our supply chains are transparent so as to further reduce the risk of human rights violations.	<ul style="list-style-type: none"> <li>We will conduct surveys of our business partners in order to eliminate unfair business practices, and we will also prevent human rights violations before they occur.</li> <li>Implement education on our basic stance toward our business partners.</li> <li>Disseminate guidelines on sustainable trade.</li> <li>Please refer to Compliance for our anti-bribery and anti-corruption initiatives. (See ▶ P.82)</li> <li>Human rights violations can occur in a variety of ways in our business relationships, so each division has established a system to respond to the risks that come under its purview. Please refer to Risk Management for our relevant initiatives. (See ▶ P.80 onwards)</li> </ul>
Human rights in relationships with local communities	As a good corporate citizen, we will contribute to the development of local communities and the enhancement of lifestyles and culture. Building healthy relationships with local communities is important, so we must prevent unfair trade practices and not exacerbate human rights issues, as well as take into consideration human rights risks in our procurement practices.	<ul style="list-style-type: none"> <li>Confirm compliance with laws, articles of incorporation, and internal rules. Please refer to Compliance for details of how we handle matters concerning anti-bribery and anti-corruption. (See ▶ P.82)</li> <li>Disseminate guidelines on sustainable trade.</li> <li>Human rights violations can occur in a variety of ways in our relationships with local communities, and so each division has established a system to respond to the risks that come under its purview. Please refer to Risk Management for details. (See ▶ P.80 onwards)</li> </ul>
Human rights in customer relationships	We provide safe and reliable products and services and treat all our customers fairly and equitably.	<ul style="list-style-type: none"> <li>Regular education on human rights</li> <li>Education on the protection of personal information</li> <li>Please refer to Internal Control System for details how we handle the protection of customers' personal information. (See ▶ P.83)</li> </ul>

### Human rights in the workplace

Since its founding, AEON has respected human rights and has never discriminated on the basis of nationality, human rights, gender, academic background, religion, or physical or mental disability. Our intention has always been to be a company where a diversity of human talent can flourish.

We conduct surveys of the morale of all employees, with the findings reported to a management committee. (See ▶ P.54) In fiscal 2023, as a form of corrective action, the Company plans to conduct psychological safety training with all employees.

### Human rights in relationships with business partners

To prevent human rights violations before they occur and to build a sustainable value chain, AEON MALL established its own Guidelines for Sustainable Transactions

(hereinafter referred to as the Guidelines). The Guidelines were drawn up with reference to AEON's Policy on Human Rights and AEON's Supplier Code of Conduct. We ensure the Guidelines are comprehensive by reviewing international norms on human and labor rights and matters pertaining to human rights in our industry, and during the review we identify items that should be included in the Guidelines by conducting materiality assessments. We contribute to the realization of a sustainable society by sharing our values with our business partners and using them as a guide to fulfilling our social responsibility together.

### Guidelines for Sustainable Transactions

#### 1 Objectives

The insistence that a company, as it engages in its business activities, not only focus on its profits but should also fulfill its social responsibilities is increasing every year. At the same time, social and environmental issues that arise in the international community are becoming more complex and cross national boundaries, and thus situations arise in which these issues cannot be addressed by a single company or organization alone. In response to these situations, we at AEON MALL, each of our business partners, and each organization involved in our business are ourselves responsible for fulfilling our respective social responsibilities. Furthermore, each of our business partners must themselves demand that their respective suppliers, contractors, and subcontractors take action to address the situation, thus completing a chain of social responsibility. These Guidelines clarify the issues that we wish to share with each of our business partners. As each partner addresses these issues, the trust and confidence of its stakeholders will be gained. Addressing these social issues is fundamental to our business activities and organizational management. We aim for mutual and lasting development through fair trade based on a partnership.

#### 2 Scope of Application

These Guidelines are designed to share the values of AEON MALL with all the companies and organizations involved in our business activities, and apply to our entire organization.

▶ <https://www.aeonmall.com/en/esg/society/02/>

### Briefing Sessions for Suppliers to Raise Awareness of Human Rights

We held information sessions for business partners on the formulation of our Human Rights Policy and Guidelines and Sustainable Trade. (December 2021, June 2022)

Going forward, we will demand compliance with our Guidelines for Sustainable Trade so that we can bring about a society where human rights are respected for everyone along our value chain.

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