

# TSI Holdings Group Human Rights Policy

TSI Holdings Group conducts business activities with the purpose of “Nurturing worldwide empathy and social value through the power of fashion entertainment” and the sustainability statement of “Creating a sustainable future with fashion entertainment,” to create a society where all stakeholders are physically and mentally happy.

For the realization of such a society, our Group prohibits all kinds of discrimination and harassment based on race, ethnicity, nationality, social status, lineage, gender, sexual orientation, gender identity, disability, health, belief, creed, religion, job, and employment status, among our employees and business partners in commercial activities. Furthermore, our Group does not tolerate slave labor, forced labor, or child labor, including human trafficking.

As a member of society, our Group supports and respects international norms regarding human rights, such as the UN International Bill of Human Rights (\*1), which sets forth fundamental human rights that all people in the world should enjoy, the ILO Declaration on Fundamental Principles and Rights at Work, which sets forth fundamental rights at work, as well as the conventions relating to the human rights of workers on wages and working hours, the Convention on the Elimination of All Forms of Discrimination against Women, the OECD Guidelines for Multinational Enterprises, the UN Declaration on the Rights of Indigenous Peoples, and the UNICEF Children's Rights and Business Principles.

Our Group also respects laws and regulations of the countries and regions wherein we conduct business activities. In cases where the laws and regulations of a country conflict with internationally recognized human rights, we adopt measures to respect internationally recognized human rights principles to the maximum extent.

(\*1) Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and International Covenant on Economic, Social and Cultural Rights

## **Important stakeholders**

Based on the Human Rights Policy, we respect human rights of all stakeholders affected by our business activities. In particular, we identify the following as important stakeholders, and promote efforts to ensure their human rights.

### (1) Employees

We apply the Human Rights Policy to all officers and employees of our Group, including part-time, contract, and temporary employees, and bear responsibility for its implementation. Specifically, we set the Group Ethics Rule, Compliance Rules, Subsidiary and Affiliate Management Rules, etc.,

based on the Group's Code of Conduct, which stipulates the conduct and consciousness that our Group employees should demonstrate, and promote conduct in compliance with these rules to respect human rights. Furthermore, we strive for strict risk management in accordance with the Risk Management Rules at normal times and the Business Continuity Plan in case of emergency. In cases of negative impacts on human rights of employees, such as discrimination and harassment, we strive to promptly ascertain and correct the situation, through various systems, such as the whistleblower protection system.

#### (2) Business partners

We strive to promote the understanding of the Human Rights Policy among our business partners and direct efforts to jointly respect human rights. In cases where business activities involving our Group's products or services cause negative impacts on human rights, such as slave labor and forced labor, we demand that our business partners take appropriate corrective measures based on the Human Rights Policy.

#### (3) Customers and members of local communities

In cases where customers or members of local communities experience negative impacts on human rights, such as discrimination and infringement of privacy, through business activities, such as sales of our products in physical stores or on the Internet, our Group strives to correct the situation. We also strive to protect personal information obtained through business activities.

Furthermore, we neither sell products or provide services that customers or members of local communities find offensive, nor implement advertising activities containing discriminatory or sexual expressions.

### **Operational system**

The Human Rights Policy is positioned as superior to all documents and codes of conduct regarding our Group's efforts to respect human rights in business activities.

The directors, led by the Representative Director and President, are responsible for the operation of the Human Rights Policy.

#### (1) Education of employees

Our Group provides necessary education and skill development to employees to make sure that the Human Rights Policy is incorporated in all business activities, and implemented effectively.

#### (2) Human rights due diligence

Our Group structures a human rights due diligence system, in accordance with the Guiding Principles on Business and Human Rights set forth by the UN, to identify the negative impacts we may have on human rights of stakeholders, and prevent and reduce them.

To address negative impacts, we aim to build an effective reporting system that helps report concerns regarding business activities.

In cases where we are found to have directly caused, or aided negative impacts on human rights, we strive to employ appropriate and effective remedial measures. We also recognize that, in cases where business activities cause negative impacts on human rights, we need to play a role in correcting the situation for those affected. If prioritization of our Group's actions is required, we will first respond to the more severe negative impacts on human rights.

We will also disclose information on the progress in our efforts to identify and respond to negative impacts on human rights, in a timely manner.

The Human Rights Policy has been formulated with advice from stakeholders and experts. We will continue to revise it based on discussions with stakeholders and opinions of experts, in accordance with changes in society and business environment, and further advance our efforts to respect human rights.

The Human Rights Policy has been approved by the Company's Board of Directors and signed by the Representative Director and President.

February 15, 2023  
Representative Director and President

TSI Holdings Co., Ltd.