



## **FineToday Group Human Rights Policy**

We in the FineToday Group are committed to respecting the human rights of all stakeholders associated with the value chain of our business activities in accordance with our Purpose (our reason for existing in society) and our Values (our ideals and principles).

The daily necessities that we provide reach all corners of life throughout the world and promote wellbeing by improving sanitation and bolstering physical and mental health. Consequently, we believe that a culture of cooperating with stakeholders and accepting diversity is essential in contributing to the sustainable development of society and promoting innovation.

At the same time, we also recognize that our products could potentially lead to a variety of negative impacts during their life cycle. In order to fulfill our responsibilities as a provider of daily necessities, we respect the human rights of employees, consumers, local communities, business partners, suppliers, and everyone else who plays a role in our value chain.

### **■ Global Approach**

When considering business and human rights, we recognize the importance of international standards, such as the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

We have established this policy in accordance with the United Nations Guiding Principles on Business and Human Rights in order to ensure respect for internationally recognized human rights in our business activities.

We are committed to complying with local laws and regulations regarding respect for human rights as set forth in this policy. In the event that local laws and regulations are not fully in line with internationally recognized principles, we will seek ways to promote these principles while respecting local requirements.

### **■ Scope of Application**

This policy applies to all executives and staff members of the FineToday Group (all employees including officers, regular employees, and contract employees). We will also collaborate with others to promote respect for human rights by encouraging the business partners and suppliers of the FineToday Group to support this policy and strive to respect human rights.

## ■ Human Rights Due Diligence

We recognize the United Nations Guiding Principles on Business and Human Rights, and will ensure that we conduct human rights due diligence. We consider the impact of human rights violations, and will assign priority and take appropriate actions throughout the value chain of our business activities to identify, prevent, and mitigate the impact of such violations.

We regularly review and update the progress of our activities, and report the results annually via our Sustainability Report and other media.

## ■ Remediation and Redress

If it becomes apparent that our business activities have caused or contributed to an adverse impact on human rights, or if it becomes apparent that we were involved through a business partner or other related party, we will engage in remediation and redress through appropriate means. We will establish grievance mechanisms and take appropriate measures to redress anyone whose human rights have been negatively impacted.

## ■ Education and Training

We will provide all officers and employees with the appropriate education and training to ensure that this policy is integrated and effectively executed in all of our business activities.

## ■ Dialog and Discussion

In the course of implementing this policy, we will make use of independent, external human rights expertise, and engage in good faith discussions with related stakeholders.

**Tetsuo Komori**

Representative Director, CEO

FineToday Holdings Co., Ltd.

Date of Enactment: March 1, 2023

Appended Table Revised on November 29, 2024

## **Appended Table:**

### **[Key Human Rights Issues]**

We in the FineToday Group consider the following human rights issues to be of particular importance, and will ensure appropriate human rights due diligence in accordance with this policy. We will also review these key issues as appropriate in response to social and business trends.

- Human rights issues in the supply chain
- Discrimination (based on nationality, disability, religion, etc.)
- Human rights issues related to gender (including sexual minorities)
- Harassment
- Excessive or unreasonable working hours
- Responsible marketing and sales activities
- Human rights violations in product development testing