

Miki Shoko Policy on Human Rights for Suppliers

Since its inception, Miki Shoko (including Group companies) has striven to contribute to children's healthy and well-rounded development through its various business activities. Continuing in this tradition, we are committed to taking direct steps to create a world in which children can blossom and shine as happy and fulfilled individuals.

To achieve this, we call on our suppliers to respect the human rights of their stakeholders, to recognize the potential effects that every aspect of business can have on human rights and the importance of acting to mitigate these effects, and to “effectively abolish child labor” and “eradicate forced labor, discrimination, and modern slavery” in line with this recognition.

We shall fulfill our duty to respect human rights by putting into practice the following commitments as well as our CSR Procurement Policy and Code of Conduct.

1. We shall respect and endeavor to comply with international covenants on human rights, international labor standards, and other international standards on human rights.
2. Where national law in a region cannot be reconciled with internationally recognized human rights, we shall endeavor to work towards a solution that permits respect for international covenants on human rights.
3. We shall take action in respect of executive officers and workers to raise awareness, educate, and develop abilities concerning human rights.
4. We shall conduct due diligence to address the potential and actual negative impacts of our business activities.
5. Where our business activities have a direct or indirect negative impact on human rights, we shall endeavor to remedy the impact or provide equivalent cooperation and take steps to prevent a recurrence.
6. We shall call on our business partners along our supply chains and other stakeholders to fulfill their responsibilities to respect human rights, engage in dialogue and consultation, and require them to take appropriate action to address non-compliance.