

Shiseido Policy on Human Rights

Shiseido Group (“Shiseido”) hereby establishes the Shiseido Policy on Human Rights (“the Policy”) by which it will promote efforts to ensure respect of human rights and the fulfillment of related duties. The Policy is based on the United Nations Guiding Principles on Business and Human Rights.

1 Fundamental Position

In our quest to become the most trusted beauty company in the world and remain vital for the next 100 years and beyond, the new Shiseido Philosophy is the guiding light of Shiseido. THE SHISEIDO PHILOSOPHY consists of three parts: “OUR MISSION”, “OUR DNA”, and “OUR PRINCIPLES”. One of “OUR DNA”, “PEOPLE FIRST”, clearly states that people are the most important, and the importance of gratitude to all stakeholders and coexistence.

Shiseido understands that it must respect the human rights of all persons as a prerequisite to conducting business activities for its sustainable growth together with the global society. Shiseido supports and respects international human rights principles, such as:

- UN International Bill of Human Rights, which defines the fundamental human rights of all people (Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and International Covenant on Economic, Social and Cultural Rights).

- The International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, and the core labor standards therein.

- UN Declaration on the Rights of Indigenous Peoples.

- Other international human rights and norms, such as conventions relating to the human rights of workers on wages and working hours.

As a signatory of the UN Global Compact (“GC”) we also support and respect the GC’s Ten Principles. The Policy represents Shiseido’s commitment to respecting human rights based on The Shiseido Philosophy.

2 Scope and Application

The Policy will apply to all executives and employees of Shiseido. Shiseido will also require its business partners relating to Shiseido’s products and services to comply with the Policy.

3 Responsibility to Respect Human Rights

Shiseido will fulfil its responsibility of respecting human rights by preventing human trafficking, forced labor, child labor, and discrimination, respecting rights such as

freedom of association and the right to collective bargaining, and achieving equal compensation, as well as by taking appropriate action to correct any negative impact on human rights caused by its business activities.

■ **Human Rights Due Diligence**

Shiseido will establish a system of human rights due diligence to identify and prevent or mitigate any negative impact on human rights that Shiseido may have on society.

■ **Dialogue and Consultation**

In implementing the Policy, Shiseido will utilize independent experts on human rights, and will engage sincerely in meaningful consultation with relevant stakeholders.

■ **Education and Training**

Shiseido will provide a wide range of human rights enlightenment for its executives and employees to ensure effective integration and implementation of the Policy in all aspects of Shiseido's business activities.

■ **Remedies**

We have established a Business Partner Hotline for human rights issues in Shiseido's business activities. In the event Shiseido's business activities result in abuses to human rights, or when business partners have an adverse impact on human rights, we will provide remedies through appropriate dialogues and procedures.

■ **Accountability**

Shiseido will appoint an executive officer to oversee the implementation of, and monitor adherence to, the Policy.

■ **Information Disclosure**

Shiseido will disclose the progress and outcomes of efforts regarding respecting human rights on its website and through other media.

■ **Compliance with Applicable Laws and Regulations**

Shiseido will comply with the laws and regulations of all countries where it conducts its business activities. Where there is a conflict between national laws/ regulations and internationally recognized human rights standards, Shiseido will seek ways to respect international human rights to the maximum extent possible.

Masahiko Uotani

Representative Director

President and CEO

Shiseido Company, Limited

Date of Revision: June 7, 2022

History of Revision

May 2017 enactment

May 2019 revision: added new corporate philosophy

May 2020 revision: Added sentence to Fundamental Position

May 2022 revision: Renamed and added sentence to Responsibility to Respect Human Rights