

Efforts toward Human Rights

Shiseido promotes various initiatives, including consciousness-raising activities, to respect all human rights.

> Policy and Statement on Human Rights



Shiseido Group's basic policy on human rights enlightenment

> Promotion System



Shiseido's system to promote human rights enlightenment activity

> Human Rights Enlightenment (Education)



Human rights enlightenment activities encompass all Shiseido Group employees

Shiseido Group Policy on Human Rights

In pursuit of our mission, to “inspire a life of beauty and culture”, Shiseido Group (“Shiseido”) aims to be an important and trusted corporate entity, accepted by society and consumers worldwide both today and 100 years into the future. Since its establishment, Shiseido has been operating business in the hope of improving society as much as possible through delivering products for beauty and wellness that enrich minds and lives of people.

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

1 Fundamental Position

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).
- International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and the core labour standards therein.
- UN Declaration on the Rights of Indigenous Peoples.
- Other international norms of human rights, such as conventions relating to the human rights of workers on wages/ working hours.

As a signatory of the UN Global Compact (‘GC’) we also support and respect the GC Ten Principles.

The Policy represents Shiseido’s commitment to respecting human rights based on the Shiseido Group MVW (Our Mission, Values and Way).

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 ensuring that its business activities do not result in human rights violations and by responding appropriately to correct any adverse impact on human rights our business activities may have. Shiseido will establish a responsible supply chain.

■ 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 appropriate training and education for its executives and employees to ensure effective integration and implementation of the policy in all aspects of Shiseido's business activities.

■ Remedy

In the event Shiseido's business activities result in violations of human rights, or its business partners have an adverse impact on human rights, we will provide for a remedy through appropriate dialogues and procedures.

■ Accountability

Shiseido will appoint an executive officer for overseeing implementation of, and monitoring adherence to, the Policy.

■ Information Disclosure

Shiseido will disclose progress and outcome of efforts regarding respecting human rights on its web site 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, we will seek ways to respect international human rights to the maximum extent possible.

Date of Establishment: May 31, 2017

Masahiko Uotani

Representative Director

President and CEO

Shiseido Company, Limited

Policy and Statement on Human Rights

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The gist of Shiseido Group Policy on Human Rights

To share the awareness of Business and Human Rights on a group-wide basis

To ensure supply chain transparency and traceability

To establish relationships of trust with human rights organizations

To comply with applicable laws and regulations of all countries where its business activities are conducted

Promotion System

Shiseido Group companies in Japan examine the direction of their enlightenment activities and details thereof in the Human Rights Enlightenment Council led by the General Manager of the Human Resources Department of Shiseido Company, Limited. The Human Rights Enlightenment Council promotes internal training and external human rights enlightenment activities while collaborating with the secretariat (Shiseido Japan Human Resources Division Labor Group).

Also, the head office, factories, Global Innovation Center, and affiliated companies in Japan have established the Human Rights Enlightenment Promotion Committee under the Human Rights Enlightenment Council for annual training.

Human Rights Enlightenment (Education)

The human rights enlightenment training is implemented to verify the Shiseido Group Basic Policy on the Enlightenment of Human Rights. To steadily respond to social expectations according to the ISO26000 regarding various human rights issues, including anti-discrimination problems, women, children, persons with disabilities, LGBT and harassment, we are conducting enlightenment activities directed at eliminating discrimination and bias by establishing themes every year.

Specifically, an upper-level management workshop for the head office corporate officers and domestic and overseas department heads, a workshop for domestic and overseas business site managers, a workshop for employees (93% participation rate for fiscal 2017) and a workshop for new employees are conducted once a year. Moreover, fiscal year policy is confirmed and annual regular meetings on various subjects, such as training implementation plans, are carried out in National Human Rights Enlightenment Promotion Committee Training, which is for Human Rights Enlightenment Promotion Committee members from respective business sites in Japan.

At business sites outside Japan, the definition of human rights in English was included in the context of "With employees" in Shiseido Group Standards of Business Conduct and Ethics, allowing employees to deepen their shared recognition of human rights. Going forward, Shiseido will further promote activities to spread human rights awareness on a global scale.

To address harassment, we once held e-learning on abuse of power and other topics for all Group employees in fiscal 2017 with the aim of raising awareness to eliminate harassment, and will continue to organize such events.