

Daiso Group Human Rights Policy

1. Introduction

The Daiso Group's corporate mission is to "enrich people's lives with one-price products that offer surprise and delight in terms of price and quality." As a company that serves as a part of daily life for people around the world, we aim to contribute to their everyday happiness.

To further strengthen our commitment to respecting human rights as a unified group in all our future business activities, we have established the "Daiso Group Human Rights Policy."

2. Human Rights Policy

We respect internationally recognized human rights, including those outlined in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. These rights include freedom from forced labor and child labor, freedom of association, the right to collective bargaining, freedom from discrimination in employment and occupation, freedom of movement and residence, and freedom from discrimination based on race, disability, religion, social origin, sex, or gender.

We also respect the rights and freedoms recognized by the laws of each country, as well as the rights and freedoms of children and women.

This Human Rights Policy applies to all companies within the Daiso Group, and we will work together as a unified group to realize this policy.

Nothing in this Policy shall be interpreted or applied in a manner that conflicts with the laws or regulations of any country in which the Daiso Group operates.

3. Key Human Rights Issues

(1) Customers

We respect the fundamental human rights of all our customers. We strive to create an environment where customers can enjoy our products with peace of mind by providing safe products, disclosing product information appropriately, and promptly correcting any errors in information.

(2) Supply Chain

We respect the human rights of all individuals involved in our product supply chain. We also require all companies in our supply chain to undertake initiatives to respect the human rights of their employees and other stakeholders, just as we do.

(3) Employees

We respect the human rights of all our employees and aim to create a fair workplace free from discrimination. We are committed to improving the work environment by paying appropriate wages, managing working hours, preventing harassment, and taking other measures to ensure that all employees can work with a sense of security.

4. Measures for Realizing the Human Rights Policy

(1) Governance for Realizing the Human Rights Policy

We will promote initiatives to realize our Human Rights Policy by formulating specific methods and implementation plans to address human rights issues, and by monitoring their progress.

(2) Education to Foster Human Rights Awareness

We will strive to foster human rights awareness by continuously providing human rights education to all employees of the Daiso Group through regular training, written materials, and other means.

(3) Implementation of Human Rights Due Diligence

We will regularly conduct human rights due diligence to identify potential negative impacts of our

business activities on human rights, and to consider and implement measures to prevent and mitigate human rights violations.

(4) Correction and Remedy for Human Rights Violations

We will work to prevent, mitigate, or address negative impacts on human rights, in accordance with applicable laws and our internal procedures.

(5) Dialogue with Stakeholders

To promote our human rights initiatives, we will continue to engage in dialogue with stakeholders involved in our business activities and strive to realize our Human Rights Policy.