

FRANCE BED Group Human Rights Policy

<Fundamental Principles>

Underpinned by its corporate philosophy that “France Bed aims to be an affectionate company that helps people live affluent, relaxing lives through creation and innovation,” the Group recognizes that its corporate activities may affect human rights. As such, we will promote initiatives for respecting human rights and have accordingly established this FRANCE BED Group Human Rights Policy to ensure respect for human rights of all people involved in its business.

You may access this Policy at any time via our official website.

1. Basic Approach to Human Rights

The Group understands and supports the following international principles and standards, which are to serve as the minimum principles and standards to be observed in relation to human rights. International Bill of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, The Ten Principles of the UN Global Compact, Children’s Rights and Business Principles, Japan’s National Action Plan on Business and Human Rights (2020-2025)

2. Scope of Application

This Policy applies to all people involved in our business activities, which includes all of the Group’s officers and employees (including full-time employees, contract workers, temporary staff, and part-time employees), employees of its business partners, its customers and consumers, and residents of communities where it conducts business activities.

3. Elimination of Discrimination

The Group does not discriminate on the basis of attributes such as race, ethnicity, nationality, religion, creed, place of birth, gender, age, disability, and membership in the LGBT community, nor does it engage in harassment or other such acts that may inflict harm on dignity of individuals.

4. Prohibition of Child Labor and Forced Labor

The Group does not permit any form of labor whatsoever involving child labor, forced labor, slave labor, or human trafficking.

5. Appropriate Payment of Wages and Management of Work Hours

The Group engages in practices that include paying wages equal to or higher than nationally

stipulated minimum wage, striving to ensure stability in life, appropriately managing work hours, and reducing excessive work hours.

6. Respect for Basic Labor Rights

The Group respects basic labor rights, which include freedom of association, as well as workers' rights to organize and rights of collective bargaining.

7. Support for Achieving Work-Life Balance

The Group understands the importance of work-life balance with respect to each individual and furthermore strives to facilitate achievement of such balance.

8. Contribution to Greater Diversity and Creation of an Inclusive Society

The Group strives to achieve greater diversity and accordingly respects attributes of its human resources in seeking to ensure that each individual is able to achieve growth and play an active role irrespective of individual traits such as race, nationality, and gender. In addition, the Group respects human rights of vulnerable people who may be susceptible to exclusion from society and human rights violations, such as people with disabilities, foreign workers, and members of the LGBT community. The Group accordingly takes action with respect to such individuals through initiatives that include facilitating their self-reliance and providing for remedies.

9. Appropriate Handling of Personal Information

The Group endeavors to appropriately handle personal information in compliance with the Act on the Protection of Personal Information as well as other laws and regulations applicable thereto.

10. System for Whistleblowing

The Group respects human rights issues pertaining to all people involved in its business activities and has accordingly set up consultation and reporting contact points in cases where adverse effects have been incurred or imposed with respect to human rights. Details of consultations and reporting are to remain strictly confidential and those filing reports are not to be subjected to any form of detrimental consequences whatsoever.

The Group investigates such reports and takes corrective action and measures to prevent recurrence as necessary. The Group endeavors to correct and remedy matters enlisting appropriate means in cases where it has caused adverse effects with respect to human rights.

The Board of Directors of FRANCE BED HOLDINGS provides oversight with respect to compliance with this Policy and initiatives thereof.

Established in February 2022

Revised in December 2022

Approved by the Board of Directors of FRANCE BED HOLDINGS