

# Request for understanding and cooperation regarding the Code of Conduct for Production Partners of Ryohin Keikaku

To Production Partners

Ryohin Keikaku Co., Ltd.

Ryohin Keikaku Co., Ltd., which operates the MUJI brand (hereinafter referred to as “Ryohin Keikaku” or “we”), aims to realize its vision of achieving “a simple, pleasant life and society” by delivering MUJI products and services that are friendly to consumers, producers, and the environment. From this perspective, Ryohin Keikaku has formulated and revised the “Code of Conduct for Production Partners” (including the future revised versions, hereinafter referred to as the "Code of Conduct") as standards of responsibility for a fair, safe and decent work environment as well as the natural environment throughout the supply chain.

We request that all our production partners who produce MUJI products, materials, raw materials, accessories, and other related items understand and comply with our Code of Conduct in order to promote respect for human rights and environmental considerations throughout our group’s entire supply chain.

We also promote human rights and environmental due diligence throughout our supply chain in accordance with international norms such as the UN Guiding Principles on Business and Human Rights. In order to do so, we conduct various surveys on our production partners, including questionnaire surveys and factory audits. If the audits reveal non-compliance with our Code of Conduct, we request our production partners to take corrective actions and accept re-audit. If corrective measures are not taken, it could lead to the suspension of transactions.

From the perspective of requesting for cooperation in the above-mentioned efforts to promote respect for human rights and environmental considerations throughout our supply chain, we ask our production partners to confirm and sign the attached “Pledge for Compliance with Code of Conduct for Production Partners”.

As CSR requirements for companies are changing on a daily basis, collaborating with us in addressing human rights and environmental issues will also support your company in promoting your responsible business conduct and effective risk management. It will also help your company to maintain and improve relationships of trust with your business partners and any other stakeholders, including us, and enhance the corporate value.

We request for your cooperation with us in materializing MUJI products and services that are friendly to consumers, producers and the environment.

# Pledge for Compliance with the Code of Conduct for Production Partners

To Ryohin Keikaku Co., Ltd.

Our company/factory (hereinafter referred to as “we”) agrees with Ryohin Keikaku Co., Ltd.’s commitment to building a good partnership based on mutual trust, maintaining a fair, safe and decent work environment and fulfilling its responsibility to care for the natural environment throughout the supply chain.

On taking the contract of Ryohin Keikaku Co., Ltd. (“Ryohin Keikaku”), as a production partner, we read this Code of Conduct for Production Partners formulated on July 2020 (hereafter, the “Code of Conduct”, including the future revised versions), received explanations from Ryohin Keikaku or its designated agent, and fully understood the contents. We hereby pledge to comply with this Code of Conduct.

We also pledge to accept and fully cooperate in the factory monitoring and evaluation survey including the factory audit (social audit), conducted by a third party commissioned by Ryohin Keikaku in order to confirm the status of compliance with the Code of Conduct. In the event that any violation of compliance with the Code of Conduct is discovered, we pledge to promptly take corrective measures and submit any evidence of corrective actions to Ryohin Keikaku.

In the case that serious problems that harm the live or health of workers or violate their human rights are discovered, we agree to immediately take improvement actions and participate in a re-audit within one year, at the time specifically designated by Ryohin Keikaku.

We also understand that if a violation of the Code of Conduct is discovered and improvements cannot be confirmed, it could immediately lead to the cancellation of orders and/or suspension of transactions with all companies in the Ryohin Keikaku Group (Ryohin Keikaku and its group companies with which Ryohin Keikaku has any capital relationships).

We pledge to provide the Code of Conduct in languages that my employees such as factory workers, and all other parties such as our production partners which are involved in any transactions with Ryohin Keikaku can understand, so that they can confirm the contents in written form. This also applies to the future revised versions of the Code of Conduct, which we pledge to provide in the same way without any delay.

We fully acknowledge and agree that this document will be valid, from the date indicated below, as long as our transactions with Ryohin Keikaku Group continue.

Company/Factory Name

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Address

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Title

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Name of Representative (in block letters)

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Signature

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Signing date (date, month, year)

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