

Fast Retailing Group Human Rights Policy

With the statement “Changing clothes. Changing conventional wisdom. Change the world,” the Fast Retailing Group’s mission is to contribute to the fulfillment of people’s lives, developing in harmony with society while providing customers around the world with exceptional clothes that make them feel good. We believe the most important component of corporate responsibility is to respect the basic human rights of all workers in our company and supply chain, and those of local people where we conduct business. This includes measures to ensure the health, safety and security of these groups. As a global citizen with high ethical standards, we work to ensure that human rights are respected throughout all of society.

Fast Retailing promotes activities that respect human rights in accordance with the *United Nations (UN) Guiding Principles on Business and Human Rights*. We respect human rights as described in the *International Bill of Human Rights* and the International Labor Organization's (ILO) *Declaration of Fundamental Principles and Rights at Work* as minimum standards. We also respect children’s and women’s rights based on the *Children’s Rights and Business Principles* and the *Convention on the Elimination of all Forms of Discrimination Against Women*.

This policy specifies our position on respecting human rights and is applied to all Fast Retailing Group companies. Through our documents that detail our human rights standards (*Code of Conduct for Officers and Employees, Code of Conduct for Production Partners*, or other policies or guidelines), we ensure that human rights are respected across all our business activities.

<Fulfillment of responsibilities for respecting human rights>

Fast Retailing does its utmost to avoid the violation of human rights of people affected by our business, and will take prompt corrective action to deal with any negative impact on human rights should they occur. With a policy that we reject any violation of human rights (especially child labor or forced labor, oppression or harassment, discrimination or violence) in our business and supply chain, we are developing a system of human rights due diligence to protect workers’ rights and will continue to uphold it. We consider all potential for violations of human rights, organizing and conducting our business in a way that prevents and mitigates these risks. Fast Retailing complies with the applicable laws and regulations of each location where we operate, and strives to respect the international principle of human rights.

<Scope>

Fast Retailing will apply this policy to the following areas where our business has a significant impact:

○Employees

Fast Retailing respects the human rights of all employees and complies with all applicable domestic laws. We manage employment conditions such as working hours, overtime and wages in accordance with local laws and regulation and/or international standards. We aim to establish working environments that ensure safety and security. Employees can report any issues through various channels including an anonymous telephone or email to the company hotline. Complaints are investigated and dealt with appropriately, and retaliation against an employee for making a report is strictly prohibited.

Fast Retailing does not tolerate any discrimination against protected categories including race, nationality, religion, age, sex, gender identity, sexual orientation, or disability. We respect the diversity of our employees around the world, and evaluate and promote each employee fairly, so that all members of our team can fully demonstrate their abilities.

○Supply chain

Fast Retailing continues to encourage production partners and suppliers to support this policy and to adopt similar policies, as we jointly promote respect for human rights. We established our *Code of Conduct for Production Partners* to safeguard human rights in our work with production partners, and require all partners to comply with the code so that we may grow and prosper together on a basis of shared values.

Our *Code of Conduct for Production Partners* covers our minimum standards with regards to child labor, forced labor, oppression and harassment, discrimination, health and security, freedom of association, wages and benefits, labor time management and environmental protection. It is reviewed regularly based on evolving international standards. We expect all business partners and people or businesses associated with Fast Retailing, either directly or indirectly, to respect and uphold human rights at all times.

In addition to the above, we assess potential risk and impact on human rights as required. We manage and deal with human rights risk through audits and correction programs and through engagement with associated stakeholders.

○Customers

Fast Retailing respects the human rights of customers in all locations where we conduct our business. We emphasize the protection of privacy and personal information, practice responsible

and transparent marketing that considers the rights of our customers from all aspects, including at our physical and online stores, so customers can enjoy a safe and comfortable shopping experience.

In our design, marketing and advertising activities, we do not discriminate against protected categories, including race, nationality, religion, age, sex, gender identity, sexual orientation, or disability. When communicating, we do not use terminology or imagery that causes undue fear or anxiety, is associated with discrimination or bullying, or is excessively sexual, or that reinforces negative stereotypes or biases. We understand that our communication can affect the thoughts and behaviors of children, including their self-esteem and values. Accordingly, we will not violate the rights of children or prevent children from developing healthily.

Any customer who has a concern about the impact of the Fast Retailing's business activities can contact us by making an inquiry to the Customer Service Center.

<Remedy>

Fast Retailing never accepts or ignores violations of human rights in any part of our business or supply chain and take very seriously any allegation that human rights are not appropriately respected. We will take prompt and effective remedy should we discover any human rights issue, and will insist that our suppliers also effectively remedy any human rights issue, as required.

<Communication and education>

Fast Retailing educates and develops its officers and employees so that this policy is incorporated in every activity across our business. Each year, our people are trained on the Code of Conduct so that all employees understand they must carry out their work in our business to high ethical standards.

<Continuous discussion and conversation>

Fast Retailing holds regular dialogue with stakeholders and makes use of independent and external expertise about human rights in a series of activities related to this policy.



Tadashi Yanai

Chairman, President and CEO, Fast Retailing Co., Ltd.

June 2020