

## **Yonex Supplier Sustainability Guidelines**

Yonex has established a Supply Chain Policy and aim to build a sustainable supply chain by following the policy below and understanding the resource usage situation as well as human rights/work labor situation of our suppliers. In accordance with these Guidelines, Yonex expects all suppliers to comply with and implement appropriate initiatives with regard to the following items related to sustainability.

### **1. Compliance with Laws and Regulations and Respect for International Codes of Conduct**

- (1) Suppliers shall thoroughly comply with the applicable laws and regulations in the countries and regions where the business activities are conducted, and respect international codes of conduct even in countries and regions where laws and regulations are not sufficiently developed.
- (2) Suppliers shall establish systems and mechanisms to confirm that standards required by applicable laws, regulations, and norms are being achieved.

### **2. Human Rights and Labor**

- (1) Prohibition of forced labor
  - Any forms of forced labor, slave labor, and labor through human trafficking are prohibited.
  - Consideration shall be given to ensure that workers do not face undue financial burdens in recruitment and employment.
- (2) Prohibition of child labor and consideration for young workers
  - Labor of children under the minimum age for employment is prohibited in accordance with the laws and regulations of each country.
  - Suppliers shall work to ensure appropriate working hours and occupational health and safety for young workers in accordance with the laws and regulations of each country.
- (3) Working hours and wages
  - Suppliers shall properly manage working hours and leave entitlement in compliance with the laws of each country and international labor standards.
  - In accordance with the laws and regulations of each country, suppliers shall manage the payment of appropriate wages that exceed the minimum wage and

living wage. Also, shall give due consideration to paying wages at a level that can cover the costs of each worker's living necessities.

- (4) Prohibition of harassment, discrimination, and unfair discipline
  - Any forms of harassment that violate the dignity of the individual is prohibited.
  - Any forms of discrimination on the basis of gender, age, nationality, ethnicity, race, place of origin, religion, belief, disability, sexual orientation, gender identity, etc. shall be prohibited.
  - There shall be no unfair disciplinary action against workers.
- (5) Freedom of association
  - Suppliers shall respect the fundamental rights of workers, including the right to organize and the right of collective bargaining, in accordance with the laws and regulations of each country.
- (6) Education on human rights and labor
  - Suppliers should work to provide workers with appropriate educational opportunities on workers' rights and human rights as granted by law or international codes of conduct.
- (7) Respect for the rights of local residents
  - Suppliers shall respect the rights of local residents and indigenous peoples related to the areas where the business activities are conducted.

### **3. Health and Safety**

- (1) Ensuring health and safety in workplaces
  - Suppliers shall provide a safe and hygienic working environment in accordance with the laws and regulations of each country and international labor standards. Suppliers also strive to promote the physical and mental health of employees.
- (2) Work-related accidents and illnesses
  - Suppliers shall prevent the occurrence of occupational accidents and illnesses, provide appropriate care to workers, and implement appropriate risk assessment and recurrence prevention measures.
- (3) Emergency preparedness
  - Suppliers shall prepare for emergency situations by maintaining and inspecting safety equipment of facilities, and by providing education and training for workers.
- (4) Health and safety communication
  - Suppliers shall provide appropriate information and education to workers

regarding health and safety in workplace and obtain feedback from workers.

#### **4. Environment**

- ( 1 ) Responding to climate change
  - Suppliers shall strive to reduce greenhouse gas emissions through activities such as energy conservation and use of low carbon / carbon-free energy and set appropriate reduction targets.
- ( 2 ) Resource recycling and water use
  - Suppliers should Implement initiatives to reduce, reuse, and recycle in order to promote the efficient use and recycling of resources. Suppliers also should use materials and raw materials with less environmental impact.
  - Suppliers should promote the efficient use and recycling of water resources.
- ( 3 ) Pollution prevention, and chemicals / waste management
  - In accordance with applicable laws and regulations, suppliers shall prevent contamination of air, water, and soil, properly manage chemicals, and properly dispose of wastes.
- ( 4 ) Conservation of biodiversity
  - Suppliers shall engage in business activities and procurement that take into consideration the impact on rare plants and animals and their habitats.

#### **5. Ethics**

- ( 1 ) Prevention of corruption
  - To maintain fair business practices, of any kind of corruption shall be prohibited and suppliers shall maintain corporate behavior based on sound ethical standards.
- ( 2 ) Ethical conduct
  - Suppliers shall ensure the protection of intellectual property rights, responsible marketing, information disclosure, confidentiality, protection of privacy including personal information, and separation from antisocial forces.
- ( 3 ) Grievance mechanism
  - Suppliers should establish a grievance mechanism that allows workers to report and consult without fear of retaliation.

#### **6. Sustainable Sourcing**

- ( 1 ) Minerals sourcing

- In the sourcing of minerals including 3TGs (tin, tantalum, tungsten, and gold), Suppliers shall ensure traceability and take appropriate measures not to be complicit in human rights abuses in conflict zones and/or high-risk areas.
- ( 2 ) Agricultural and forestry products
- In the sourcing of agricultural and forestry products, suppliers should ensure appropriate measures in light of applicable laws and regulations related to safety, harmony with the surrounding environment and ecosystem, and occupational health and safety of workers.
- ( 3 ) Animal welfare
- In procuring raw materials of animal origin, suppliers should strive to ensure traceability and give maximum consideration to animal welfare.

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