

Declaration on Responsible Corporate Conduct in the Textile Industry

We understand the intent of the “Corporate Conduct Guidelines for the Textile Industry” established by the Japan Textile Federation. In accordance with these guidelines, and with the cooperation of all direct and indirect business partners in our product supply chain, we hereby declare that we will implement the following actions to respect the human rights of all workers involved in the manufacture of our products, including foreign technical interns.

1. Commitment and Stakeholder Engagement

Recognizing that companies have a responsibility to respect human rights, we will formulate a policy (commitment) regarding respect for human rights by top management, publicly declare it, and incorporate it into our management system. Furthermore, based on this commitment, we will foster engagement with our employees to build an internal foundation for fulfilling our responsibility to respect human rights. We will also engage with our direct and indirect business partners in our product supply chain to encourage them to implement initiatives similar to ours.

2. Checking Human Rights Risks Using a Checklist

We will use the separate volume of these guidelines, “Examples of Check Items and Measures to Take When Risks Are Identified,” to assess human rights risks within our company and among our direct and indirect business partners in the supply chain for our products.

3. Actions to Prevent and Mitigate Risks

If the human rights risk assessment identifies issues requiring action, we will prioritize them based on the severity of the risk and take necessary actions to prevent or mitigate them, starting with the highest-priority issues.

4. PDCA

We will continuously monitor the effectiveness of actions taken to prevent and mitigate human rights risks. If new human rights risks are identified through monitoring, we will take the necessary measures to prevent and mitigate them.

5. Disclosure

We will disclose our initiatives regarding respect for human rights on the following webpage:

(Human Rights Policy) <https://www.gunze.co.jp/sustainability/management/humanrights/>

(Integrated Report) https://www.gunze.co.jp/sustainability/integrated_report/

September 25, 2023

Gunze Limited

President and CEO Toshiyasu Saguchi