

Yakult Group Human Rights Policy

The Yakult Group operates its global business under the corporate philosophy of “We contribute to the health and happiness of people around the world through pursuit of excellence in life science in general and our research and experience in microorganisms in particular”, and in order to fully realize this philosophy it is vital that we create a society where human rights are protected and respected throughout the world.

The Yakult Group recognizes that during the course of conducting business, or through our value chain there exists the possibility that the group may have a negative impact on human rights, either directly or indirectly, and in order to ensure that the human rights of all people involved in the business are respected, the group shall hereby establish the Yakult Group Human Rights Policy (hereinafter referred to as the “Policy”), shall promote initiatives to further the respect of human rights, shall undertake continuous improvements, and shall contribute to the realization of a sustainable society.

The Yakult Group acts in accordance with the United Nations’ “Guiding Principles on Business and Human Rights” for respecting human rights and supports and respects the following international principles in the execution of its business activities:

- The International Bill of Human Rights (The Universal Declaration of Human Rights, The International Covenant on Civil and Political Rights, and The International Covenant on Economic, Social and Cultural Rights)
- The Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and the ILO Declaration on Fundamental Principles and Rights at Work by International Labour Organization (ILO)
- The OECD Guidelines for Multinational Enterprises by Organization for Economic Co-operation and Development (OECD)
- The Children’s Rights and Business Principles (developed jointly by UNICEF, UN Global Compact, and Save the Children)

The Yakult Group operates globally and conducts business activities based on the laws and regulations of the countries and regions it operates in. If the laws of a given country or region differ from international human rights norms, the group follows the higher standards. If the laws of the country or region contradict international norms, the group will pursue an internationally recognized method which respects human rights to the maximum possible extent.

1. Scope

The Policy applies to all executives and employees of the Yakult Group. The group also expects all business partners involved with the group's products and services to support the Policy and requires its suppliers to understand and comply with it.

2. Responsibility for respecting human rights

The Yakult Group recognizes that in the course of conducting business, or through our value chain there exists the possibility that the group may have a negative impact on human rights, either directly or indirectly, and shall strive to prevent any violation of human rights. Further, if there is a negative impact through its business activities, the group shall appropriately rectify it in accordance with international standards and fulfill its responsibility for respecting human rights in its value chains.

3. Establishment of promotion structure

The director of Yakult Honsha Co., Ltd. who holds the position of divisional general manager of the Management Support Division is the party responsible for the Policy and for regular oversight of the Policy and adherence to it. The content of initiatives based on the Policy shall be deliberated and discussed by the CSR Promotion Committee headed by the director who holds the position of divisional general manager of the Management Support Division, and other bodies. All matters of import are to be reported to the Board of Directors.

4. Human rights due diligence

The Yakult Group shall develop and implement mechanisms for human rights due diligence in order to fulfill its responsibilities in regards to the respect of human rights. The group identifies potential negative impacts it may have on the society and prevents and mitigates adverse human rights impact.

5. Remedy

If the Yakult Group directly causes a negative impact on human rights or fosters a situation which causes a negative impact, the group shall work to remedy this through appropriate means based on international standards.

6. Information disclosure

The Yakult Group shall disclose the progress and outcomes of its human rights-related initiatives based on the Policy on its website, etc.

7. Dialogue and talks with stakeholders

The Yakult Group shall hold dialogues and talks with stakeholders who are affected by, or may be affected by, a direct or indirect negative impact on human rights.

8. Education and training

The Yakult Group shall provide necessary education and ability development to its executives and employees to instill the Policy in all business activities and implement it with certainty.

9. Human rights issues related to business activities

The Yakult Group recognizes that efforts on the following human rights-related issues concerning its business activities are an important factor of responsible business practices.

(1) Elimination of discrimination and harassment

The Yakult Group prohibits any kind of discrimination or harassment based on race, religion, faith, nationality, ethnicity, place of origin, academic background, age, gender, gender identity, sexual orientation, disability, illness, job type, or type of employment, and it takes responsibility for eliminating them.

(2) Prohibition of child labor and forced labor

The Yakult Group never accepts child labor, forced labor, slave labor or labor through human trafficking.

(3) Respect for basic labor rights

The Yakult Group respects basic labor rights including freedom of association as well as employees' right to organize and collective bargaining rights.

(4) Appropriate wage payment and management of working hours

The Yakult Group shall comply with the laws and regulations of respective countries and regions and practice responsible labor customs including payment of appropriate wages that meet or exceed the legal minimum wage and appropriate management of working hours. The group shall pay attention to the maintenance and enhancement of employees' health, control excessive labor, and reduce overtime work.

(5) Development of safe, secure, and sound working environments

The Yakult Group shall establish safe and hygienic workplace environments where employees can work with security to support the maintenance and enhancement of employees' mental and physical health.

The Policy has been approved by the Board of Directors of Yakult Honsha Co., Ltd. and signed by President and Representative Director.

Date: April 27, 2021

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke at the end, enclosed in a thin black rectangular border.

Hiroshi Narita
President and Representative Director