



Human Rights Guidelines for Aeon's Directly Operated Farms

In accordance with the Aeon Human Rights Policy, Aeon Agri Create Co., Ltd., has adopted the following Human Rights Guidelines for Aeon's Directly Operated Farms as our code of conduct on Aeon's directly operated farms with the aim of perpetuating locally rooted agriculture and revitalizing Japanese agriculture with the power of youth.

1. No child labor.
2. No forced labor, prison labor, or bonded labor.
3. Respect employees' freedom of association and right to collective bargaining.
4. Respect everyone equally, never discriminating against anyone on any grounds, including race, nationality, ethnicity, gender, age, place of birth, religion, educational background, physical or mental disability, sexual orientation, gender identity, or cultural beliefs. Provide employees with equal opportunities to deploy their skills.
5. Do not punish employees cruelly.
6. Set working hours in compliance with applicable laws and regulations and endeavor to further enhance work practices for the sake of employee health.
7. Wages and benefit packages shall be in compliance with applicable laws and regulations and shall be as stipulated in the internal rules of employment.
8. Pursue initiatives to prevent environmental pollution and degradation..

Yasuaki Fukunaga

President

Aeon Agri Create Co., Ltd.

