

Aeon Agri Create Co., Ltd. is committed to all the rights contained in the following ILO conventions:

- 111 on discrimination
- 138 and 182 on minimum age and child labor
- 29 and 105 on forced labor
- 87 on freedom of association
- 98 on the right to organize and collective bargaining
- 100 on equal remuneration
- 99 on minimum wage

Aeon Agri Create Co., Ltd. also promises to:

- Comply with all applicable labor laws
- Provide a workplace free from discrimination, harassment, or any other form of abuse
- Treat workers fairly, including with respect to wages, working hours, and benefits
- Prohibit all forms of forced or compulsory labor
- Prohibit the use of child labor
- Assure freedom of association and the right to organize and collective bargaining
- Provide safe and healthy working conditions

Prohibition of child labour

Aeon Agri Create Co., Ltd is committed on prohibition of child labour and we hire those with a high school diploma or equivalent. Employees are required to submit documentation proving that they are high school graduates or equivalent upon hiring. In the unlikely event that child labor is discovered, we will not simply dismiss him or her and call it a day. We will consider providing opportunities for compulsory education, livelihood support for the family, and rehiring the child when he or she is old enough to work.

Prohibition of forced labour

Aeon Agri Create Co. Ltd is committed that -job seekers and workers do not pay recruitment fee. In case of using recruitment agencies, we will confirm its operations to avoid the burden of recruitment fees and costs through contracts and by other various means.

Freedom of association and collective bargaining

Aeon Agri Create Co. Ltd is committed on Freedom of association and collective bargaining.

At AEON Agri, employee representatives are elected among all employees, and labor and management set up a forum for periodic discussions on matters related to occupational health and safety and other working conditions.

Health and safety

Aeon Agri Creation Co. Ltd. is committed to ensuring a safe and healthy working environment. Aeon Agri has set up a meeting for regular discussions between labor and management on matters related to occupational health and safety.