2019/11/08

Descente Co., Ltd.

Period covered by COP

　Start: 2018/04/01

　End: 2019/03/31

II. Linkage Table between "Four areas of the UN Global Compact" and CSR Report and Internal Rules

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| --- | --- | --- |
| UNGC field | In the CSR Report 2019appropriate page | relevant internal regulations |
| Continuous endorsement by the CEO | P-2 |  |
| Human Rights Principles | P1P5P.8P.8 | ・Descente Basic CSR Policy (Article 3)->See III. Main Related Provisions A・Descent Supplier COC (Article 2)->See III. Main Related Provisions D・Descente Group Code of Ethics (Articles 7 and 8)->See III. Main Relevant Provisions B・Descente Code of Conduct->See III. Main Relevant Provisions C |
| II. Labor Standards Principles | P5P.8 | ・Descente Supplier COC・Descente Group Code of Ethics |
| III. Environmental Principles | P.3p. 3P.8P5 | ・Descente Basic Environmental Philosophy->See III. Main Related Provisions E・Descente Environmental Policy->See III. Main Related Provisions F.・Descente Group Code of Ethics (Article 6)・Descent Supplier COC (Article 3) |
| IV. Anti-Corruption Principles | P.8P.7 | ・Descente Group Code of Ethics (Articles 3 and 5)・Risk Management Rules and Rules->See III. Main Related Provisions G |

III. UNGC4 Sector: Main relevant provisions relating to the 10 principles

A. Descente CSR Basic Policy

1.The Descente Group[Corporate Philosophy](http://www.descente.co.jp/company/aboutus/philosophy.html)Based on these principles, we will enrich people's bodies and minds through sports and contribute to the creation of healthy lifestyles.

2.The Descente Group aims to achieve sustainable synergies with society by responding through its business activities to the expectations of society, the economy, and the environment.

3.The Descente Group says,[Descente Group Code of Ethics](http://www.descente.co.jp/company/csr/post0708.html)We will respect human rights both in Japan and overseas, comply with relevant laws, regulations and international rules, and act with high ethical standards and aspirations.

Ethical Code of the Descente Group

1)Providing better products and services

The Descente Group (hereinafter referred to as "Desant") always puts the customer first, aims to create safe and high-quality products, and contributes to the creation of vibrant lifestyles by proposing new values.

2)Compliance with laws and regulations based on social norms

In conducting its business activities, Descente complies with laws, regulations and other social norms, and pursues social decency.

We will act in a fair and open manner.

3)Fair and transparent transactions and free competition

Descente does not engage in illegal or socially unacceptable business transactions. Also, we do not gain or give unjust profit by business transaction. In addition, Descente will never engage in bribery, breach of trust or any other conduct that is contrary to the law.

4)Disclosure of corporate information

Descente actively and accurately discloses information on corporate management and business activities in a prompt and accurate manner by communicating with not only shareholders but also customers, investors, business partners, and local communities, except for those that are recognized as trade secrets.

5)Civil Intervention Violence and Breaking of Relations with Other Anti-Social Forces and Organizations

Descente will never comply with unreasonable demands from anti-social forces and organizations that threaten the order and safety of civil society, such as civil intervention violence. If there is a problem, the company organizes

We will deal with it in cooperation with the police.

6)Active Efforts for the Environment

Descente recognizes that conservation of the global environment is one of the most important issues, and based on the "Descente Basic Environmental Philosophy", we will actively engage in global environmental conservation activities and conduct environmental management with the aim of achieving a sustainable society.

7)Creating a Comfortable Work Environment

Descente is committed to complying with established rules to create a safe and healthy work environment.

We will strive to realize a corporate culture in which employees can exercise their full creativity and willingness to take on challenges by thoroughly eliminating occupational accidents and conducting health management. Descente also ensures that no one, or anyone associated with our company, is harassed or discriminated against because of their place of origin, gender, age or physical handicap that is not directly related to the conduct of their work.

8)Social contribution and international cooperation

Descente aims to contribute to society not only in Japan but also around the world by providing its customers with excellent products and related sporting events. We will also respect and strive to understand the culture and customs of each region when dealing with foreign companies and organizations.

9)Responsibilities of executives and employees

Executives and senior employees shall take the initiative in implementing this Code of Ethics to provide management guidance and establish internal systems.

In addition, if a situation that violates the Code of Ethics occurs, we will investigate the cause and provide information.

At the time of disclosure, we clarify our responsibilities, including ourselves, and take thorough measures to prevent a recurrence.

Descente Code of Conduct

(Summary) and "Descente Code of Conduct" provide a more detailed explanation of how employees implement each of the 9 perspectives specified in "Descente Group Code of Ethics". The full text is omitted.

D. Descent Supplier COC (Code of Conduct for Transactions)

Descente considers working conditions and environmental conservation in its supply chain as essential factors in addition to its search for high-quality, high-performance products, and established our company 's Code of Conduct based on the Code of Conduct of the World Federation of Sporting Goods Manufacturers (WFSGI) as follows. Descente requires all our company subcontractors to conduct business in accordance with this Code of Conduct.

1.observance of the law

Suppliers shall comply fully with the laws and regulations of the countries and regions concerned with their commercial activities.

2.working conditions

Suppliers shall give preference to local industry standards when such standards are higher than the local legal requirements and shall meet the following minimum standards in countries where the legal requirements do not meet internationally recognized standards.

① forced labor

Suppliers shall not use forced or compulsory labour, whether in the form of prison labor, apprenticeship, slave labour or other forms. Suppliers shall not force any worker to work through violence, threats of violence or any form of threat.

② discrimination

Suppliers shall not discriminate in employment relationships, including hiring, compensation, benefits, promotions, training, dismissal, or retirement, on the basis of sex, race, religion, age, disability, sexuality, nationality, political opinion, or social or ethnic origin.

③ Freedom of organization and collective bargaining

Suppliers shall not grant workers the right to participate in or bargain collectively with an association or union of their choice.

they shall be recognized and respected. the right to freedom of organization and collective bargaining

Where restricted, the supplier will be able to negotiate with an independent, free organization of workers

A method similar to the above will be considered.

④ wage

Suppliers recognize that wages are essential to meeting the basic needs of workers and that workers should be fully paid for all hours worked. Without exception, wages are equal to or must exceed the higher of minimum wages or general industry wages

not.

In addition to wages for normal working hours, the supplier provides the worker with a statutory premium rate in the country where the factory is located or, in the absence of applicable law, with the worker's normal hourly wage.

Wages for overtime shall be paid at rates in excess.

⑤ working hours

Suppliers shall not require Workers to work more than 60 hours per week, including overtime, or more than the lesser of the local statutory conditions, except in exceptional business circumstances. Suppliers shall grant workers the right to take at least one day off every seven days.

⑥ Rights and Vacation

Suppliers shall be aware that all workers may enjoy all the benefits provided for by law and shall not be precluded. Benefits include food or meal subsidies, travel or transportation subsidies, other benefits, health maintenance, child care, and emergency, pregnancy or illness.

Leave, religious or funeral leave, social security, life insurance, health insurance, employment insurance, etc.

Insurance premiums may be included.

⑦ child labor

Supplier shall not employ workers younger than the age of completion of compulsory schooling in countries where the age of completion is less than 15 years (Less than 14 years of age, if permitted by law of the country in which the factory is located) or where compulsory schooling ends at 15 years of age or older.

⑧ Health and Safety

Suppliers shall provide all workers with a safe and healthy working environment and shall promote the implementation of occupational health and safety measures to prevent accidents and injuries resulting from, in connection with or in the course of their employment or as a result of the operation of the employer's facilities.

 These occupational health and safety measures include protection from fire, accidents and hazardous substances. Suppliers shall provide workers with appropriate lighting, heating and ventilation systems and appropriate clean sanitation facilities that are always available.

Suppliers formulate a safety and health policy and clearly communicate the policy to workers.

shall be made. Where the worker's housing is supplied by the employer, the worker's housing

These policies and communications shall also apply.

⑨ Harassment or abuse

Suppliers shall recognize that all workers have the right to a workplace free from physical, sexual, psychological or verbal harassment or abuse and shall treat all workers with respect and dignity.

3.Environment

Suppliers shall not only engage in their own operations, but also with partners and subcontractors.

We will do our best to make progressive improvements in our environmental protection activities.

Environmental protection activities include the following:.

・Incorporate sustainability principles into business decisions.

・To use natural resources such as land, soil, energy and water responsibly.

・Reduce, minimize and eliminate solid, liquid and air pollution and abuse.

・Design and develop products, materials and technologies in accordance with the principles of sustainability.

4.Relationship with Local Communities

Suppliers are aware of the economic and social impact of their operations and are committed to working in a broader community.

The condition shall be improved.

5.unique corporate norms

Suppliers shall enter into this transaction if they have not created an internal code of ethics.

We will do our best to create our own code of ethics based on the code of conduct.

6.proof

The Supplier shall retain all documentation required to demonstrate compliance with the Trade Code of Conduct and all laws and regulations and shall provide such documentation upon request. Supplier may also, upon request by the desant or by a third party designated by the desant

they shall accept the audit and cooperate with said audit.

7.compliance

Suppliers shall take measures to comply with the Code of Conduct. Suppliers shall take appropriate measures to remedy any violations as appropriate and reasonably necessary and to prevent their recurrence, regardless of whether they are found by internal or external audits.

E. Descente Basic Environmental Principles

Descente recognizes that conservation of the global environment is one of its most important issues, and will actively and continuously give consideration to environmental conservation in all aspects of its business activities.

F. Dessant Environmental Policy

Based on the Basic Environmental Philosophy of Descente, the following items shall be established in order to promote environmental conservation activities, to reduce environmental impact and environmental risks, and to proactively and continuously take actions to prevent the occurrence of such risks.

1. Establish the "Environmental Committee" to promote environmental conservation activities.
2. Comply with environment-related laws, regulations, and agreements, and work to protect the environment.
3. Strive to conserve resources, energy, recycle, and reduce waste in all areas.
4. Accurately grasp the impact of business activities on the environment, set objectives and targets to the extent technically and economically possible, and work with all employees to review the results and continuously improve and improve.
5. Develop and manufacture products that reduce environmental impact.
6. Conduct environmental audits to maintain and improve environmental management.
7. Conduct environmental education to ensure that all employees understand the environmental policy and raise environmental awareness.
8. The Basic Environmental Philosophy, Environmental Policy, and status of implementation of environmental conservation activities shall be disclosed as necessary.

G. Risk Management Rules

The (Summary) "Risk Management Operational Rules" and "Risk Management Rules" are designed to prevent the occurrence of events that could have a serious impact on our company, minimize damage and impact in the event of such events, and ensure business continuity and operational propriety.

Greater than or equal to