

Guiding Principles

for Suppliers to the Mizuno Corporation

We expect our suppliers to follow applicable laws, and similar standards and principles in the countries in which they operate, based on the article 5 of the Main Points of World Federation of the Sporting Goods Industry (“WFSGI”)’s Code of Conduct (Guiding Principles) dated September 1, 2002 executed by us.

Labor Practices

At the Mizuno Corporation, we support fair employment practices in our relationships with our employees consistent with a commitment to human rights in our office/factory, and we seek to provide a safe environment in which to work. We abide by all applicable labor laws in the countries in which we do business including local laws addressing working hours, compensation, employees’ rights to choose whether to be represented by third parties and to bargain collectively, working conditions and other such workplace practices and respect international declarations including the Universal Declaration of Human Rights. We seek to create an office/factory where individuals are treated with dignity, fairness and respect. We recognize, value, respect and celebrate the cultural differences and diversity of background and thought of our employees.

We expect our suppliers to follow applicable laws, and similar standards and principles in the countries in which they operate on the working conditions.

Forced Labor

We expect our suppliers not to use forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

Child Labor

We expect our suppliers not to employ children who are less than 15 years old or less than the age for completing compulsory education in the country of manufacture, where such age is higher than 15 and not to participate the worst forms of child labour with explicit reference to ILO core-convention 182.

Discrimination

We expect our suppliers to make recruitment and post-hiring decisions based on ability to do the job, rather than on the basis of personal characteristics or beliefs.

We expect our suppliers not to discriminate in hiring and employment practices on the grounds of race, national, origin, gender, religion, age, disability, marital status, parental status, association, membership, sexual orientation or political opinion.

We expect our suppliers to judge their employees and contractors based on their ability to do their jobs and not on their physical and/or personal characteristics or beliefs, affirming the principle of no unlawful discrimination based on race, color, gender, religion, national origin or sexual orientation.

Wages and Benefits

We expect our suppliers to recognize that wages are essential for meeting the basic needs of employees and reasonable savings and discretionary expenditure and that, in all cases, wages must equal or exceed the minimum wage requires be law or the prevailing industry wage, whichever is higher, and legally mandated benefits must be provided.

We expect also our suppliers to recognize, that wages should be paid directly to the employee in cash or check or the equivalent, that information relating to wages should be provided to employees in a form they understand, and that advances of, and deductions from, wages should be carefully monitored and comply with law.

Working Hours

We expect our suppliers to recognize and respect that employees must not be requires, except in extraordinary circumstances, to work more than 60 hours per week including overtime or the local legal requirement, whichever is less, and allow employees at least 25 consecutive hours rest within every 7 days period, and paid annual leave.

Overtime

We expect our suppliers to compensate employees, in addition to compensation for regular working hours, for overtime hours at the rate legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate exceeding the regular hourly compensation rate.

Freedom of association and Collective Bargaining

We expect our suppliers to recognize and respect the right of employees to join and organize association of their own choosing and to bargain collectively.

We expect also our suppliers not to obstruct alternative and legal means for independent and free association or collective bargaining where law specifically restricts the right to freedom of association and collective bargaining.

Additionally, we expect our suppliers to implement systems to ensure effective communication with employees.

Harassment or Abuse

We expect our suppliers to recognize that employees must be treated with respect and dignity, and that no employee may be subjected to any physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other forms of harassment or intimidation.

Health and Safety

We expect our suppliers to provide a safe and hygienic working environment, and promote occupational health and safety practices that prevent work-related accidents and injury.

This includes protection from fire, accidents and toxic substances and adequate lighting, heating and ventilation systems. Employees should have access at all times to sanitary facilities that should be adequate and clean.

We expect our suppliers to have health and safety policies that are clearly communicated to employees. Where residential facilities are provided to employees, the same standards apply.

International labour standards

We expect our suppliers to respect the Convention 29 concerning Forced or Compulsory Labour by ILO, the Convention 81 concerning Labour Inspection in Industry and Commerce, the Convention 87 concerning Freedom of Association and Protection of the Right to Organise, the Convention 98 concerning the Application of the Principles of the Right to Organise and to Bargain Collectively, the Convention 122 concerning Employment Policy, the Convention 131 concerning Minimum Wage Fixing, with Special Reference to Developing Countries, the convention 138 Concerning Minimum Age for Admission to Employment, the Convention 159 concerning Vocational Rehabilitation and Employment, and the Convention 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour.

Environmental Practices

We expect our suppliers to conduct business in ways that protect and preserve the environment. At a minimum, we expect our suppliers to meet applicable environmental laws, rules and regulations in their operations in the countries in which they do business.

We expect our suppliers to make progressive improvement in environmental performance in their own operations and require the same of their partners, suppliers and subcontractors.

This includes: integrating principles of sustainability into business decisions; responsible use of natural resources; adoption of cleaner production and pollution prevention measures; and designing and developing products, materials and technologies according to the principles of sustainability.

Community Involvement

We will favor our suppliers who make efforts to contribute to improving conditions in the countries and communities in which they operate.

Communication

We expect our suppliers to communicate these “Guiding Principles for Suppliers to the Mizuno Corporation” to their employees. These principles should be provided in the local language and posted in an accessible place. We also expect suppliers to develop and implement appropriate business mechanisms to monitor compliance with these Guiding Principles.

Compliance with Applicable Laws and Standards

Suppliers to the Mizuno Corporation and suppliers authorized by the Mizuno Corporation will be required to meet the following standards with respect to their operations as a whole:

1) Laws and Regulations

Supplier will comply with all applicable laws, rules, regulations and requirements in the manufacture and distribution of our products and supplies and in providing services to the Company

2) Forced Labor

Supplier will not use forced or compulsory labor

3) Child Labor

Supplier will not use child labor as defined by local law

4) Discrimination

Supplier will not discriminate on hiring and post-hiring

5) Wages and Benefits

Wages and Benefits will comply with local law

6) Working Hours & Overtime

Working Hours & Overtime will comply with local law

7) Collective Bargaining

Supplier will respect employees’ right to choose whether to be represented by third parties and to bargain collectively in accordance with local law

8) Abuse of Labor

Supplier will not physically abuse labor

9) Health and Safety

Working conditions will comply with local law

10) Environment

Supplier will comply with all applicable environmental laws

These requirements will become part of all new or renewed commercial agreements between the Mizuno Corporation and its direct suppliers step by step. Suppliers must be able to demonstrate their compliance with these requirements at the request of and to the satisfaction of the Mizuno Corporation. The Mizuno Corporation has the right to inspect any site involved in work for the Mizuno Corporation, and any supplier that fails to satisfy the Mizuno Corporation of its compliance is subject to termination of any agreements between it and the Mizuno Corporation.