



ASICS Policy of Engagement

A. Purposes

1. ASICS expects all of ASICS' business partners, including, but not limited to ASICS' suppliers and subcontractors ("ASICS Business Partners") to operate their businesses on the same principles as provided for in "ASICS Vision", "ASICS Philosophy" and "ASICS Code of Conduct".
2. The purpose of this Policy is to establish and to ensure that ASICS Business Partners comply with ASICS' policy on the minimum requirements for human rights, labor, health, safety and environmental issues at all facilities of ASICS Business Partners. This Policy is based on "ASICS Vision", "ASICS Philosophy", and "ASICS Code of Conduct" as well as the World Federation of the Sporting Goods Industry model Code of Conduct.
3. ASICS shall measure all ASICS Business Partners by this Policy. This Policy is a tool that assists ASICS in selecting and retaining ASICS Business Partners that follow business practices that are consistent with ASICS policies and values.

B. Standards

ASICS expects ASICS Business Partners to operate their business in accordance with the following standards:

1. General Principle - ASICS Business Partners shall operate in full compliance with all national and local laws, rules and regulations applicable to their business operations.
2. Employment Standards - With regard to the employment of any and all employees of ASICS Business Partners ("Employees"), ASICS Business Partners shall comply with the following Standards:
 - (1) Forced Labor: ASICS Business partners shall not use forced labor, whether in the form of prison labor, indentured labor, bonded labor, or otherwise. No Employee can be compelled to work through force, the threat of force or intimidation of any form.
 - (2) Child Labor: ASICS Business Partners shall not employ persons who are younger than 15 years old (or 14 years old where permitted by the applicable laws), or who are younger than the age for completing compulsory education in their country of employment where such age is higher than 15.
 - (3) Harassment or Abuse: ASICS Business Partners shall acknowledge that their Employees have the right to have a workplace free from physical, sexual, psychological or verbal harassment or abuse and ASICS Business Partners shall treat Employees with respect and dignity.
 - (4) Discrimination: ASICS Business Partners shall not discriminate in employment, including hiring, salary, benefits, advancement, training, disciplines, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.
 - (5) Right of Association and Collective Bargaining: ASICS Business Partners shall recognize and respect the rights of Employees' to organize and join associations of their own choosing, and to bargain collectively.
 - (6) Wages: ASICS Business Partners recognize that Employees should be fully compensated for all time worked and be provided with a clear and written accounting for every pay period. ASICS Business Partners shall pay Employees at least a) the minimum wage required by the applicable law or b) the prevailing industry wage, whichever is higher. In addition to their compensation for regular hours of work, Employees shall be compensated for overtime hours at least at the premium rate



legally required by the applicable law or, in those countries where such laws do not exist, at a rate exceeding their regular hourly compensation rate.

- (7) Hours of Work: ASICS Business Partners shall not require their Employees to work on a regular basis more than sixty hours or the requirement by the applicable law, whichever is shorter per week, including overtime. ASICS Business Partners shall allow Employees at least one day off in every seven day period on a regular basis and a paid annual leave required by the applicable law.
 - (8) Benefits: ASICS Business Partners shall provide their Employees all legally mandated benefits.
 - (9) Health and Safety: ASICS Business Partners shall provide a safe and healthy working environment, including, but not limited to adequate lighting, heating and ventilation systems and protection from fire, accidents, and hazardous substances. ASICS Business Partners' Employees shall have access at all times to sanitary facilities which are adequate and clean. When residential facilities are provided for Employees, the same standards should apply.
3. Environment - ASICS Business Partners shall comply with all applicable environmental laws and regulations and shall work towards further improving environmental conservation. Further, ASICS Business Partners shall operate the business with consideration for environment and safety by saving resources and energy, reducing emissions, by implementing environmentally-aware purchasing, and by preventing pollution.

C. Publicity

ASICS Business Partners shall exert their best effort to have their Employees understand this Policy by informing Employees of this Policy orally, and by distributing written copy of this Policy or by displaying this Policy translated into the local languages spoken by Employees at a prominent place of the facilities.

D. Documentation and Inspection

ASICS shall have ASICS Business Partners maintain all documents necessary to demonstrate compliance with this Policy and any applicable laws, and submit these documents to ASICS upon ASICS' request. Further, ASICS shall have the right to conduct inspections or shall have the right to have ASICS' designated independent monitor conduct such inspections to determine if ASICS Business Partners comply with ASICS Standards and the applicable laws with or without prior notice by ASICS. ASICS Business Partners shall accept such inspections.

E. Application to ASICS Group

ASICS Group shall operate their businesses on the same principles as provided for in this Policy.