

GLOBAL FRAMEWORK AGREEMENT



AEON CO., LTD.

UNI GLOBAL UNION

UA ZENSEN

FEDERATION OF AEON GROUP WORKERS' UNIONS

PREAMBLE

AEON Basic Principles are to pursue peace, respect people and contribute to the local community based on the idea of customer first.

This Global Framework Agreement between AEON CO., LTD., UNI Global Union, UA ZENSEN (The Japanese Federation of Textile, Chemical, Food, Commercial, Service and General Workers' Unions) and Federation of AEON Group Workers' Unions is the framework to recognize each other as social partner and agree to act based on the universally recognized principles on environmental, labour and human rights and to promote jointly its implementation properly.

The signatories of the agreement (herein after described as the Parties) declare to make efforts together so that AEON CO., LTD. business could grow based on AEON Basic Principles and contribute to the global effort for sustainable growth.

1. RESPECT FOR FUNDAMENTAL HUMAN RIGHTS AND RIGHTS IN THE WORKPLACE

In line with universally recognised principles and in accordance with AEON Basic Principles, the Parties will take joint responsibility for proper implementation of the following 8 ILO Core Conventions, ILO Convention 155 and the 10 Principles of the UN Global Compact.

◇ ILO 8 Core Conventions and ILO Convention 155

- ILO Convention 87 on Freedom of Association and Protection of the Right to Organize
- ILO Convention 98 on Right to Organize and Collective Bargaining
- ILO Convention 29 on Forced Labour
- ILO Convention 105 on Abolition of Forced Labour
- ILO Convention 138 on Minimum Age
- ILO Convention 182 on Worst Forms of Child Labour
- ILO Convention 100 on Equal Remuneration
- ILO Convention 111 on Discrimination (Employment and Occupation)
- ILO Convention 155 on Occupational Safety and Health Convention

◇ 10 Principles of UN Global Compact

- Support and Respect to Human Rights
- Not Complicit in Human Rights Abuses
- Uphold Freedom of Association and the Effective Recognition of the Right of Collective Bargaining
- Elimination of Forced Labour
- The Effective Abolition of Child Labour
- The Elimination of Discrimination in Respect of Employment and Occupation
- A Precautionary Approach to Environmental Challenges
- Undertake Initiatives to Promote Greater Environmental Responsibility
- Encourage the Development and Diffusion of Environmentally Friendly Technologies
- Work against Corruption including Extortion and Bribery

The Parties recognize that terms and condition of employment will be determined in accordance with national legal, social and economic conditions of the country that AEON CO., LTD. operates.

2. RESPONSE TO THE IMPACT ON GLOBAL ENVIRONMENT

The Parties will support an approach toward preventing and dealing with environmental problems such as decreases in natural resources, pollution, climate change and future impact on ecosystems.

The Parties are committed to the realisation of a sustainable society and will promote activities aimed at the: Realization of a Low-Carbon Society, Conservation of Biodiversity, Better Use of Resources and Dealing with Social Matters. Furthermore, the Parties will take proactive measures to deal with the impact that the business operations may have upon the natural and human environment.

3. IMPLEMENTATION OF THE AGREEMENT

All the parties recognize the importance of industrial harmony and trust between the employees and the managements in implementing the Agreement.

AEON CO., LTD. and Federation of AEON Group Workers' Unions will provide information concerning this agreement throughout AEON corporate structures inside and outside of the country.

To monitor the stage of implementation, all the parties shall meet once a year to hear reports from each other about situations related to the Agreement and discuss how to improve the situation if there is any need to do so.

In the event that a problem arises in regard to the implementation of the Agreement, all the parties will jointly make efforts for early resolution.

Date: 10th November 2014



Motoya Okada
Group CEO,
President of AEON CO., LTD.



Philip Jennings
General Secretary
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President
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