

Global Framework Agreement

Mizuno Corporation

ITGLWF

Mizuno Workers' Union

UI ZENSEN

Mizuno Corporation, ITGLWF, UI ZENSEN and Mizuno Workers' Union Global Framework Agreement

The company activities include not only pursuit of economic interest but also contribution to society as a good corporate citizen. In order for the company to enjoy sound development, it is indispensable that the workers who bear its operation should enjoy appropriate labour standards.

Mizuno Corporation, ITGLWF (International Textile, Garment & Leather Workers' Federation), UI ZENSEN (The Japanese Federation of Textile, Chemical, Food, Commercial, Service and General Workers' Unions) and Mizuno Workers' Union recognize each other as legitimate parties to this agreement and pledge to undertake its implementation.

Article 1: Purpose

The purpose of this agreement is to establish a global relationship among Mizuno Corporation, ITGLWF and the relevant affiliates, to promote the sound employment relationships within Mizuno Corporation and its relevant companies, to put in place mechanisms for the solution and reduction of conflicts.

Article 2: Standards

All the parties to this agreement (herein after described as "all the parties") recognize the significance of protection of human and basic trade union rights and the international labour standards laid down in the UN's "Fundamental Declaration of Human Rights" and the existing ILO Conventions, etc. All the parties shall undertake the shared responsibilities especially for appropriate implementation of the following eight ILO core Conventions.

ILO Convention 87 on Freedom of Association and Protection of the Right to Organise
ILO Convention 98 on Right to Organise 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)


Article 3: Implementation

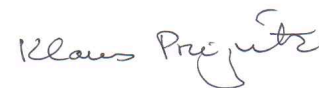
In the event that a problem arises in regard to the implementation of this agreement, all the parties will make most efforts among all the parties for immediate common resolution. All the parties will meet regularly as much as possible to exchange information on the implementation of this agreement.

15th November, 2011


Akito Mizuno
President, Representative Director
Mizuno Corporation


Hisanobu Shimada
President
ITGLWF


Tsuyoshi Kurokawa
President
Mizuno Workers' Union


Klaus Priegnitz
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