

BIGI GROUP Production and Procurement Policy

Since its founding in 1970, the Bigi Group has been committed to bridging the gap between the providers of products and the recipients, ensuring that everyone shares the same values and enjoys a shared sense of joy in product creation. Moving forward, we will cherish our partnerships with all our business partners, and while fulfilling our social responsibilities, we will conduct procurement activities based on fair and ethical trading, to deliver high-quality products and services imbued with our passion for craftsmanship.

1. Respect for Human Rights

To strive not to infringe on human rights in our business activities, nor to contribute to human rights infringements by others through our business relationships, including supply chains.

Forced Labor

Not to tolerate forced labor or any forms of modern slavery, including bonded labor or human trafficking.

Child Labor

Not to tolerate child labor and to comply with the minimum working age stipulated by the law. Not to hire individuals that are under the age of 18 for roles requiring hazardous work.

Discrimination

To prohibit any form of discrimination in employment. Not to conduct any unfair discriminatory practices based on nationality, social background, skin color, gender, sexual orientation, religion, beliefs, age, or any other criteria.

Harassment and Inhumane Treatment

Not to tolerate any form of harassment, irrespective of whether it is physical or mental harassment.

Freedom of Association and Right to Collective Bargaining

To respect the rights of employees to associate freely and bargain collectively in our labor-management relations.

Working Hours and Wages

To properly manage employees' working hours, holidays, leaves of absence, and wages in accordance with applicable laws and regulations.

Occupational Health and Safety

To secure the health and safety of employees in the work environment.

Community Impact

To conduct human rights impact assessments, covering issues such as prevention of pollution and water stress, for prevention of adverse impacts on the safety and health of

local communities. To prevent adverse impacts on the safety and health of local communities.

2. Consideration for the environment

To strive for the continuous promotion of environmental activities to minimize our impact on the environment as much as possible.

Reduction of Environmental Impact and Prevention of Pollution

To comply with laws related to water pollution, air pollution, waste discharge, and resource conservation, and ensure that we properly undertake necessary procedures such as notifications, obtaining and renewing permits.

Effective Use of Resources

To avoid excessive production and procurement, striving for the effective utilization of resources and working towards reducing energy consumption.

3. Safety and Security of Products

To ensure safety and security of products.

Quality Control

To strive for quality management to produce superior products.

Product Safety

To prioritize consumer peace of mind and safety by preventing foreign object contamination and eliminating harmful substances.