



Takashimaya Labour Union



Global Framework Agreement

Labour-Management Agreement on Code of Conduct

between

**Takashimaya Company Limited,
Takashimaya Labour Union,
JSD**

and

UNI Global Union

**Takashimaya Company Limited,
Takashimaya Labour Union, JSD and UNI Global Union**

**Global Framework Agreement
Labour-Management Agreement on Code of Conduct**

Social Partnership Framework at the National and Global levels

Takashimaya Co., Ltd. and its social partners, Takashimaya Labour Union and UNI Global Union have agreed to take social responsibility to the global level to develop the company and to strengthen mutual partnership based on social dialogue.

Social partnership means not only the necessity of the rights of the management and the union to be respected but also the necessity of having cooperative and productive relation for mutual gain and prosperity. Takashimaya Co., Ltd., Takashimaya Labour Union and UNI Global Union agree to act based on the universally-recognised principles on environmental, labour and human rights and to establish a framework to jointly promote the appropriate application of the agreed principles.

Common Recognition of the Necessity to Deal with Impact on Global Environment

1. Takashimaya Co., Ltd., Takashimaya Labour Union and UNI Global Union 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 promotion of environmental management by Takashimaya Co., Ltd., Takashimaya Labour Union and UNI Global Union will consistently consider concerns about the impact that the business operation may have upon the natural and human environment and will commit to taking efforts to dealing with all concerns about the environment.

Common Recognition of Human Dignity and Fundamental Human Rights in the Workplace

2. Takashimaya Co., Ltd., Takashimaya Labour Union and UNI Global Union will support respect for the dignity of all human beings and the application of appropriate standards to guarantee the health and safety in the workplace.

- *Respect for others in the workplace*

There shall not be any physical abuse, extreme discipline, sexual or other forms of harassment and threats in the workplace. The managers and workers should observe harmonious relations avoiding any behaviour that implies a lack of respect or discrimination against other employees.

- *Maintenance of working environment with consideration for health and safety*

A safe and healthy working environment with no occupational risk shall be provided.

The best occupational health and safety practice shall be promoted and safety equipment with appropriate training shall be provided. Specific risks such as asbestos shall be avoided as much as possible.

The company, workers and their representatives shall cooperate with each other for the observance of the adopted measures to guarantee health and safety. The workers and their representatives will receive the appropriate information and training in the area of occupational health and safety.

3. Takashimaya Co., Ltd., Takashimaya Labour Union and UNI Global Union will support respect for fundamental human rights in the workplace. In confirmation of this, Takashimaya Co., Ltd. will agree to comply with the ILO conventions on freedom of association and trade union rights, to recognise the right to organise and the right of trade unions to represent and negotiate on behalf of the workers, and to comply with minimum standards in respect of wages and working conditions.

- *Respect for freedom of association and the right to collective bargaining.*

- *All workers shall have the right to form and join trade unions.*

- Where UNI Global Union affiliates represent the workers employed in companies owned by Takashimaya Co., Ltd. – and its subsidiaries – the company shall recognise the right of trade unions to represent said workers in:
 - a) Collective bargaining. On their part unions will agree to negotiate in good faith, with the common aim shared by labour and management of contributing to the development and growth of the company, which guarantees the employment of workers.
 - b) Dispute settlements procedures.
 - c) Negotiations and consultations on all matters affecting jobs and training.
- *The right to represent workers*

The company guarantees that workers representatives shall not be discriminated against and shall have access to all workplaces necessary to enable them to carry out their representation functions.

Common Recognition of Human Dignity and Fundamental Human Rights in the Community

4. Takashimaya Co., Ltd., Takashimaya Labour Union and UNI Global Union will support respect for fundamental human rights in the community.
 - *Free choice of employment*

Employment shall be freely chosen and there shall not be forced or compulsory labour and slavery.
 - *Abolition of discrimination in respect of employment*

All workers shall be given equality of opportunity and treatment irrespective of race, colour, sex, religion, political opinion, nationality or social origin. Workers shall receive equal remuneration for work of equal value.

- *Abolition of child labour*

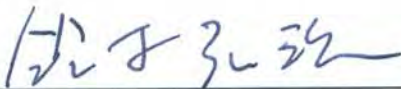
There shall not be child labour. Only workers above the age of 15 years, and over the compulsory school-leaving age, shall be employed.

Children under the age of 18 shall not perform work, which by its nature or the circumstances in which it is carried out is likely to harm the health and safety or morals of children.

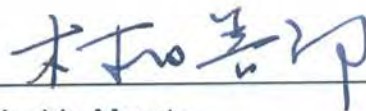
Implementation of the Agreement

- Takashimaya Co., Ltd. will provide information concerning this agreement to all offices inside and outside of the country.
- Takashimaya Co., Ltd., Takashimaya Labour Union and UNI Global Union shall be responsible for the administration and implementation of this agreement. To that end they will engage in ongoing dialogue.
- To ensure effective and appropriate application of this agreement, Takashimaya Labour Union will put an effort into promoting the correct understanding of the contents of this agreement among the workers it represents and improving their ability to implement it.
- To assist Takashimaya Co., Ltd. apply this agreement, UNI Global Union will use its global network to provide the company with appropriate information.
- When any difference arises from the implementation of this agreement which cannot be solved autonomously within the company, UNI Global Union will mediate with the parties in conflict and make the utmost effort to reach a peaceful solution.
- As Takashimaya Co., Ltd. considers the respect for workers rights mentioned in this agreement to be an essential element of progress in its industrial relations, Takashimaya Co., Ltd, will make efforts to tell the companies that would like to enter into contracts with or provide services to Takashimaya Co., Ltd. the need to adhere to these principles.

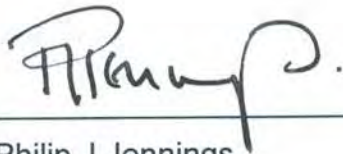
Nyon, November 11, 2008



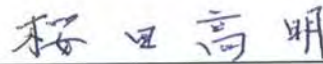
Koji Suzuki
President
Takashimaya Co., Ltd.



Yoshio Murata
President
Takashimaya Labour Union



Philip J Jennings
General Secretary
UNI Global Union



Takaaki Sakurada
President
JSD



I hereby sign the Global Framework Agreement – the Labour-Management Agreement on Code of Conduct between Takashimaya Company Limited, Takashimaya Labour Union, JSD and UNI Global Union, on behalf of Mr. Koji Suzuki, President of Takashimaya Co., Ltd. at the signing ceremony on 11th November 2008 in Nyon, Switzerland.



Atsunori Andoh
Vice President
Takashimaya Co., Ltd.