

Tomoe Shokai Group Supplier Code of Conduct

The Tomoe Shokai Group Supplier Code of Conduct clearly defines what we expect our suppliers and partners to respect and comply with in order to maintain sustainable procurement activities.

Please read through the following and if you agree to work with us on this initiative, sign the agreement below and return it to us.

Established: September 01, 2024

Supplier Compliance

1. Compliance with law and regulations

We will comply with laws and regulations and promote appropriate and fair corporate activities in accordance with social norms.

2. Promotion of fair and appropriate business practices

We will strive to secure appropriate profits and avoid or minimize losses while conducting appropriate transactions through fair, transparent, and free competition.

3. Securing customer trust

In order to deliver satisfaction and peace of mind to our customers, we will strive to secure their trust by further improving our quality standards while giving due consideration to safety, stable supply, and the protection of personal information and confidential customer information.

4. Maintaining strong relationships with our stakeholders

We will disclose information in a fair and transparent manner and strive to build and maintain strong relationships with our stakeholders through constructive dialogue.

5. Maintaining healthy relationships with government/local government

We will maintain healthy and appropriate relationships with politicians and agencies to prevent bribery and corruption.

6. Respect for human rights

We will fulfill our responsibility to respect human rights, be accepting of diversity in terms of age, gender, disability, nationality, race, and values, and eliminate discrimination and harassment.

7. Work styles and workplace environment

We will strive to promote a rewarding work-life balance and develop human resources capable of demonstrating their individual abilities, and prevent accidents and disasters by ensuring the health and safety, not only of our employees, but also of our subcontractors and other related parties.

8. Reduction of environmental impact

We will strive to reduce environmental impact and prevent environmental pollution in the course of our business activities.

We also encourage the implementation of environmentally friendly planning and design suggestions, and will work to reduce our environmental impact through energy and resource conservation and waste reduction activities, and prevent environmental pollution such as water and air pollution, and promote biodiversity.

9. Respect for intellectual property rights

We will respect intellectual property and will not infringe on the intellectual property rights of other companies or parties. In the unlikely event that an infringement is discovered, we will promptly take appropriate action.

10. Exclusion of antisocial forces

We will take a resolute stance against antisocial forces that threaten the order and safety of civil society, have no relationship with them, and firmly reject any unreasonable demands.

11. Sustainable economic growth and resolution of social issues

We will develop and provide products and services that are useful and safe for society and create new value to achieve sustainable economic growth and resolve social issues.

Tomoe Shokai Group Supplier Code of Conduct Agreement

We agree to the followings:

1. We have read and understand the content of the Tomoe Shokai Group Supplier Code of Conduct ("Code of Conduct").
2. We acknowledge that by affixing the signature of our representative below, this shall have the same force and effect as the "basic agreement" entered into with Tomoe Shokai.
3. We acknowledge that you may request our cooperation where necessary to ensure compliance with this Code of Conduct.

Supplier address	
Supplier name	
Department/title of representative	
Signature or name and seal of representative	Seal
Date of signature	MMMM DD, YYYY