

Ichikoh Group Code of Conduct

Article 1 (Principle of the Actions)

1. The principle of the conducts for Ichikoh Group companies is to faithfully comply all laws and regulations, and behave in good faith to society.
2. Ichikoh Group companies shall, in line with the globalization of business activities, manage their operations in compliance with laws and regulations, and with due consideration to culture, custom and interests of stakeholders, of the countries and regions where the companies operate, and by respecting international norm including, but not limited to, human rights, and contribute to the development of the local economy and society of such countries.

Article 2 (Provision of Safety and High-quality Products/Services)

Ichikoh Group companies shall, based on the superior technologies and wealth of experience, develop the safe and high-quality products/services and provide such products/services to the customers and business partners.

Article 3 (Appropriate Indication)

Ichikoh Group companies shall properly represent the quality, contents etc. of the products/services to be provided to the consumers and business partners.

Article 4 (Fair Competition)

1. Ichikoh Group companies shall carry out all transaction under fair and free competition with the competitors.
2. Ichikoh Group companies shall not sell nor solicit orders of the products/services by using unjustifiable means.

Article 5 (Relationship with the Business Partners)

1. Ichikoh Group companies shall not carry out unfair transaction with the subcontractor by using a dominant position.
2. Ichikoh Group companies shall not use the funds of the company, services, and assets for the illegal or inappropriate purpose in relation to any business partners.

Article 6 (Relationship with the Politics and Government)

1. Ichikoh Group companies shall maintain healthy and faire relations with the politics and the government.
2. Ichikoh Group companies shall not give any illegal political donation, nor provide any illegal or inappropriate profit and the bribery.

Article 7 (Provision of the Company Information)

Ichikoh Group companies shall timely and appropriately provide the company information to stakeholder such as business partners, consumers, shareholders and investors.

Article 8 (Maintenance of Information)

Ichikoh Group companies shall appropriately maintain the information of business partners and the personal information and shall prevent dissemination of such information.

Article 9 (Action to an Environmental Issues)

Ichikoh Group companies shall recognize the importance of the environmental issues and shall willingly address environmental issues through the activities of, e.g., effective utilization of resources and energy savings.

Article 10 (Countermeasures to Environmental Pollution)

1. Ichikoh Group companies shall, when having caused environmental pollution in the manufacturing process, promptly stop the operation of the machinery and investigate the cause of the environmental pollution.
2. Ichikoh Group companies shall stop operation of the machinery until a cause of the environmental pollution is identified.

Article 11 (Safety and Health of Employees)

1. Ichikoh Group companies shall secure the safety and health of the employees in the workplace and build the comfortable workplace.
2. Ichikoh Group companies shall pay due care to the safety of the operation in the workplace and endeavor to prevent the labor accident.

Article 12 (Realization of Comfort and Prosperity of Employees)

Ichikoh Group companies shall endeavor to realize the comfort and prosperity of employees from the aspect of economics, mentality and time by improving working conditions.

Article 13 (Building of the Workplace Where Personality and Ability can be Exerted)

Ichikoh Group companies shall respect the human right of each employee, endeavor to build the workplace where the employees can exert the personality and ability, and be motivated to the fullest extent, and also shall promote the ability development and the education of the employees.

Article 14 (Interchange with the Community)

Ichikoh Group companies shall, as a good corporate citizen, endeavor to contribute to the society by deepening the communication with local community and engaging in community activities including philanthropy.

Article 15 (Relations with the Anti -Social Forces)

1. Ichikoh Group companies shall not have any relationship with the group of people or an individual which pursuit economic interests by making full use of violence and

fraud techniques, and pose a threat to the social order and healthy activity of enterprises (the "anti-social forces").

2. Ichikoh Group companies shall not provide any economical profit to the anti-social forces.