

# PPIH Group Supply Chain Code of Conduct.

## ① **Respect for human rights.**

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Respect the human rights of all people involved in our business and address the following items:

- Prohibit child labor and forced labor.
- Prohibit inhumane treatment, including corporal punishment and behavior that causes mental anguish (sexual harassment and power harassment).
- Respect diversity and do not discriminate on the basis of gender, age, nationality, work history, principle, ideology, race and religion etc in employment.

## ② **Management of Working Environment, Safety and Health.**

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- We comply with the legal minimum wage, and pay a living wage that meets or exceeds the basic needs of workers. In addition, we shall not unreasonably reduce wages.
- We enforce compliance with legally stipulated working hours, as well as overtime work performed under legal limits and payment of compensation for it. We prohibit and prevent excessive overtime work and endeavour to reduce overtime work.
- We will provide a safe and hygienic environment for employees and strive to maintain their health.

## ③ **Fair and Transparent Business Activities.**

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- Conduct business activities in strict compliance with relevant laws and international rules.
- Thoroughly prevent corruption by conducting fair and equitable transactions and prohibiting bribery and illegal political contributions.
- In selecting suppliers, we will consider not only quality, price, delivery, and stable supply, but also environmental considerations and respect for human rights.
- Prohibit private favors, hospitality, and the giving and receiving of goods to take advantage of a superior position.
- We will protect intellectual property rights, including trademarks, copyrights, and patents, and will not infringe on the intellectual property rights of third parties.

- We will strive to sever all relationships with antisocial forces and eliminate them from our business activities.

#### **④ Environmental Protection.**

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- In addition to complying with laws and regulations related to the environment, we will strive to reduce our environmental impact by giving consideration to sustainability (climate change, prevention of environmental pollution, and impact on biodiversity conservation).
- We endeavor to use energy efficiently and sustainably and to introduce renewable energy sources where possible.
- We endeavour to make effective use of resources, including water. Additionally, waste and effluents are properly disposed of, and efforts are made to prevent pollution.
- We will establish an environmental management system, continuously improve it, and disclose its effects and initiatives.

#### **⑤ Quality Control.**

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- In order to provide safe and reliable products to our customers, we will comply with the quality standards requested by our operating companies and the relevant legal standards in Japan and other countries where our products are sold.
- We will strive to improve the quality of our products based on our quality control system.
- In the event of an accident or defective product, we will immediately report the incident to the PPIH Group's purchasing manager, contact the competent authorities, recall the product, disclose the information to customers, and promptly take measures to prevent recurrence.

#### **⑥ Information Security.**

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- Appropriately manage confidential information and personal information to prevent leaks.

#### **⑦ Contributing to the Local Community.**

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- Aim for coexistence and co-prosperity with the local community, and aim for good relationships.
- Contribute to the sustainable development of local communities.

#### **⑧ Efforts to Put into Practice.**

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- Ensure that business partners understand the PPIH Group Sustainable Procurement Policy and seek their support and cooperation.
- The PPIH Group will establish a system to prevent and detect human rights violations and improper behavior, and to take corrective action, by establishing a contact point for reporting and discussing systematic and individual improper behavior.
- In order to build a good and healthy relationship with our suppliers, we will conduct regular questionnaires to ensure compliance with the PPIH Group Supply Chain Code of Conduct, and allow on-site checks and audits upon request. We will cooperate to resolve any problems found.