

NICHIDENBO CORPORATION

Supplier Code of Conduct

NICHIDENBO CORPORATION (hereinafter referred to as " NICHIDENBO ") establishes this "Supplier Code of Conduct" to fulfill corporate social responsibility, promote environmental sustainability, and uphold basic human rights. In addition to actively implementing the provisions of this Code, NICHIDENBO advocates the adoption of this Code throughout the entire supply chain.

1. Labor and Human Rights:

The Company is committed to upholding and respecting the human rights of employees based on internationally recognized standards. This includes prohibiting forced labor, prohibiting child labor, providing appropriate wages and benefits, ensuring labor hours and rest periods, eliminating workplace harassment, bullying, and discrimination, and not using conflict minerals.

2. Health and Safety:

In addition to understanding the need to reduce the incidence of work-related injuries and illnesses, the Company should continuously conduct training to identify and address health and safety issues in the workplace. This includes necessary measures to ensure occupational safety, emergency response, industrial hygiene, machine guarding, public health, living and accommodation conditions, and health and safety information to prevent occupational hazards.

3. Environment:

During the manufacturing process, in addition to protecting public health and safety, the Company should also minimize adverse impacts on communities, the environment, and natural resources, and comply with all local environmental regulations. This includes environmental operation permits, pollution prevention and resource conservation, hazardous substances, wastewater, non-hazardous solid waste, noise, air emissions, product and service restrictions, and energy or resource consumption and greenhouse gas emissions.

4. Ethical Standards:

To fulfill social responsibility, the Company should adhere to the highest ethical standards. This includes conducting business with integrity, respecting intellectual property rights, complying with relevant confidentiality agreements, safeguarding privacy, and avoiding conflicts of interest.

NICHIDENBO will communicate the requirements of this Code to suppliers and monitor their compliance with the Code in a timely manner. In the event of violations of the above provisions, NICHIDENBO reserves the right to require immediate corrective actions. If such violations damage NICHIDENBO 's reputation, corporate image, or any other rights, NICHIDENBO may independently decide to terminate or revoke the agreement for continued cooperation, with suppliers bearing any damages incurred as a result.