



IWASE COSFA SUPPLIER CODE OF ETHICS

Established in December 2019

1. CSR Promotion, Social Contribution and Organizational Governance

- Promote CSR activities by accurately recognizing your social responsibility and the impact of your corporate activities on society
- Respect stakeholders and consider their CSR, thereby contributing to the sound and sustainable prosperity of society as a whole
- Create a system that reflects CSR perspectives in management decision-making and actively work on organizational governance

2. Legal Compliance, Fair Trade and Corporate Ethics

- Conduct business fairly and impartially and do not violate international and social norms
- Comply with laws and regulations of each country (commercial law, antitrust law, subcontract law, labor relations law, personal information protection law, foreign exchange law, etc.)
- Comply with laws and regulations regarding the import and export of goods, establish a clear management system, and carry out appropriate import and export procedures
- Prohibit bribery of all interested parties (illegal gifts, payments, consideration, monetary or non-monetary benefits, etc.)
- Block any relationship with antisocial forces. Providing capital and responding to unjust demands from such forces shall also be prohibited

3. Respect of Human Rights, Labour, Safety and Health

- Prevent inhumane treatment such as discrimination and harassment regarding nationality, race, beliefs, social status, gender, age, religion, lineage, disability, marriage, pregnancy, childcare/nursing, sexual orientation, etc. Implement measures such as training for that purpose
- Prohibit all discrimination and human rights violations such as child labor, slave labor, forced labor, abuse and human trafficking
- Regarding conflict minerals, promote responsible procurement and refrain from using them as a matter of principle

- Comply with laws and regulations regarding occupational safety and health, and strive to achieve a safe and comfortable workplace by appropriately managing the health of all employees
- Prevent long working hours by managing working hours and paying appropriate wages
- Recognize workers' right to organize and bargain collectively, make efforts to resolve labor disputes, and regularly communicate with workers and worker representatives

4. Environmental Protection

- Make efforts to preserve the environment, such as complying with environmental standards stipulated by laws and regulations, and conduct proper disposal of industrial waste
- Pursue energy efficiency and resource consumption minimization as a countermeasure to climate change. In addition, grasp the current state of greenhouse gas emissions at a corporate level and work to reduce them
- Establish environmental policies and work on obtaining certification for environmental management system standards such as ISO14001
- Promote green procurement and green purchasing to reduce environmental impact
- Promote biodiversity conservation initiatives such as nature conservation

5. Quality and Safety Assurance

- Promote quality assurance activities such as obtaining certification for quality management system standards (e.g. ISO9001) and strive to make continuous improvements
- Meet the safety quality standards and industry standards established in each region. In addition, properly manage the chemical substances contained in products, comply with laws and regulations, work to reduce possible risks and ensure product safety

6. Confidential and Information Security measures, Intellectual Property Protection

- Acquire confidential information and personal information in a legitimate way and manage it appropriately to prevent leakage and loss of information
- Protect and respect the intellectual property rights of third parties and ensure compliance with relevant laws and regulations to avoid infringement

7. Information disclosure, Communication and Community

- Timely disclose the details of your business activities, financial status, business performance and risk information to stakeholders and strive to build collaborative relationships based on trust

- Establish and maintain a system (e.g. consultation/reporting contact, etc.) which protects consultants and whistleblowers, and which allows them to be consulted and to report without fear of retaliation

- In communities where business activities are conducted, actively contribute to local communities by utilizing the company resources to implement support activities after having determined their range, with the aim of promoting dialogue with residents and engaging with the community

※In order to enhance the value of the entire supply chain, you must take proactive measures, communicate the contents of this code to your business partners, promote compliance and verify its sound application. We request your understanding and cooperation so that we can work together on CSR.

Iwase Cosfa will conduct a questionnaire to monitor your commitment to CSR initiatives. Based on the results of the survey, we may request suppliers with issues to make improvements.