

# Kobe Bussan Group Supply Chain Code of Conduct

Based on our corporate philosophy, we at the Kobe Bussan Group aspire to achieve a sustainable society and sustainable growth of our business by working to solve social issues through our business. In solving these issues, we believe that it is essential to address sustainability throughout the entire supply chain with the understanding and cooperation of not only Kobe Bussan Group companies but also our suppliers and business partners (collectively, the "Business Partners"). Therefore, we have established the Kobe Bussan Group Supply Chain Code of Conduct (the "Code") as basic guidelines for transactions and procurement activities in the Kobe Bussan Group's supply chain.

We would like to thank our valued Business Partners, for having supported and cooperated with us and continuing cooperation in building a sustainable supply chain based on better partnerships.

## 1. Scope of application and statement of expectations

The Code applies to all directors and employees of the Kobe Bussan Group, and we also expect all the Business Partners and their own business partners to understand and practice the Code.

## 2. Basic guidelines

### Compliance with laws, regulations, and social norms

We comply with all laws, regulations, ordinances, and rules applicable in countries and regions where we operate and respect international norms.

### Prohibition of child labor

We do not employ children under the minimum age for employment, complying with the laws and regulations of countries and regions where we operate.

### Terms of employment for those under the age of 18

When employing young people under the age of 18, we do not engage them in work that may harm their health, safety or morals, complying with the laws and regulations of countries or regions where we operate.

### Prohibition of forced labor

We do not engage in involuntary labor, such as forced labor and labor through human trafficking by means of threats, physical/sexual violence, seizure of identification documents, restrictions on movement, non-payment of wages, debt bondage, etc.

### Prohibition of oppression and harassment

We do not engage in any acts that aim to cause or may cause physical, psychological, sexual or economic damage, including sexual harassment or workplace bullying, as well as cruelty, threat, intimidation, retaliation and oppressive acts, including bullying, corporal punishment and torture.

### Elimination of discrimination

We do not discriminate in employment on the basis of race, gender, color, nationality, age, ethnicity, religion, work experience, sexual orientation, disability, thought, belief, social origin and any other factors.

### Excessive and unreasonable working hours

We guarantee breaks, leaves, and holidays, and do not force employees to work excessive or unreasonably long hours or long hours that are harmful to health, complying with applicable laws and regulations regarding working hours and overtime in countries or regions where we operate.

### Wage payment

In agreement with the terms of an employment contract, we pay wages, overtime pay and statutory benefits not less than the minimum wage in accordance with the terms of the contract, complying with applicable laws and regulations in countries or regions where we operate.

### Occupational health and safety

We are committed to provide our workers with a safe and healthy working environment and maintain their health.

### Recognition of freedom of association and collective bargaining

With respect to freedom of association, we recognize the right of employees to organize and bargain collectively, and we do not discriminate, harass, annoy, or otherwise retaliate against members, representatives, or others of the union, complying with applicable laws and regulations in countries or regions where we operate.

### Environmental considerations

In consideration of effects on local communities and biodiversity, we are mindful of energy consumption efficiency, climate change issues including greenhouse gas emissions, effective use of resources, and environmental impacts through, for example, waste; pollution of air, soil and rivers; and water use.

### Commitment to anti-corruption

We do not, directly or indirectly, engage in any act of abusing our authority to obtain wrongful gains (bribery, facilitation payments or conflicts of interest to obtain a wrongful gain, giving or receiving excessive entertainment, gifts, or other benefits, embezzlement such as the improper receipt of rebates or kickbacks, illegal or improper donations or contributions, collusion or other unfair competition, extortion, fraud, obstruction of justice, insider trading, money laundering, tax evasion, etc.).

October 2024

Hirokazu Numata, President and Representative Director  
Kobe Bussan Co., Ltd.