



IINO Group Supplier Code of Conduct

The IINO Group (the Group) has established "The IINO Group Supplier Code of Conduct" based on "The IINO Group Procurement Policy", which has been established as a procurement guideline based on the IINO Group philosophy.

We request that all the Group suppliers comply with each of the following points. We also request your cooperation in checking the status of compliance with this Code of Conduct.

1. Scope of Application

This Code of Conduct applies to all suppliers of IINO Kaiun Kaisha, Ltd. (IINO) and its subsidiaries.

2. Compliance with Laws and Regulations

We will comply with the laws and regulations applicable to the countries and regions in which we operate, as well as social norms generally required as business practices (hereinafter referred to as "Laws and Regulations, etc.").

3. Exclusion of Anti-Social Forces

We will exclude and never have relationship with anti-social forces (e.g., organized crime groups, criminal organizations, and the like).

4. Respect for Human Rights

Understand the human rights risk situation through appropriate due diligence to determine whether human rights violations have occurred against any stakeholders in the company's business activities and respond appropriately.

5. Non-Discrimination

Prohibit discrimination based on nationality, race, religion, age, gender, disability, sexual orientation, or any other unjustifiable reason in business activities.

6. Prohibition of Harassment

Physical or mental violence, abuse, coercion, harassment, defamation, or any other conduct that adversely affects the work environment is prohibited in the workplace. Employees who violate the laws and regulations of each country or region, as well as the Employment Policies, will be dealt with in accordance with the disciplinary procedures, policies and methods set forth in the Employment Policies.

7. Prohibition of Child and Forced Labor

Do not employ anyone under the age of 15, the age at which compulsory education ends, or the highest of the minimum employment ages in each country or region. Do not require employees to work against their individual free will. For example, we do not use bonded, indentured, or slave labor, or labor through human trafficking. Employees may not be required to provide personal property, information, or other items for the purpose of psychologically or legally restraining employees in ways unrelated to their work. Employees' freedom of movement shall not be restricted.

8. Freedom of Association and Collective Bargaining

We recognize and respect the right of our employees to organize and bargain collectively.

9. Payment of wages

We will enter employment contracts with employees in accordance with the laws and regulations of each country and region and pay wages, overtime, and other benefits in a timely manner. No deductions shall be made for disciplinary purposes.

10. Maintain work-life balance

Adhere to the working hours prescribed by the laws and regulations of each country and region, and prevent the occurrence of long working hours, etc.

11. Ensure occupational safety and health

Respect all employees as individuals and strive to maintain and improve a good working environment and provide an environment in which employees can perform their work safely. Ensure that disaster prevention measures are taken for buildings, vessels, and other structures, that safety measures are taken for machinery and other equipment, and that the working environment is sanitary. If housing is provided for employees, the same safety measures shall be provided for such housing.

12. Compliance with Environmental Laws and Regulations

We will comply with all environmental laws and regulations and establish and operate an environmental management system.

13. Reducing Emissions of Environmentally Hazardous Substances

We will safely manage environmentally hazardous substances, reduce their use and emissions, and strive to prevent environmental pollution.

14. Effective use of resources

We will actively work to reduce consumption of resources, energy, and water, reduce, and reuse waste, and make effective use of resources.

15. Reducing Greenhouse Gas Emissions

Work to reduce greenhouse gas emissions from our business activities.

16. Respect for Biodiversity

To protect the environment and harmonize with nature, we will assess the impact of our operations on biodiversity and ecosystems and strive for continuous improvement.

17. Internal Reporting System

We will ensure the confidentiality and anonymity of whistleblowers and establish a system to prevent and detect misconduct at an early stage. We will not retaliate against any employee who reports misconduct within the company and will work diligently to resolve the misconduct in question.

18. Prohibiting Corruption and Corrupt Practices

We will not engage in any form of corruption or corrupt practices, including bribery, kickbacks, illegal political contributions, money laundering, insider trading, conflicts of interest, other improper giving or receiving of benefits, or embezzlement.

19. Fair Competition

We respect fair and free competition and comply with the relevant laws and regulations of each country and region. We will not abuse our dominant position with respect to any business partner.

20. Respect for the Property Rights of Others

In accordance with laws and regulations, we will strive to properly manage and utilize intellectual property, respect the intellectual property rights of (or belonging to) third parties, and not infringe upon the rights of third parties through unauthorized use.

21. Ensure Quality

We will ensure the safety of the services we provide and strive to provide the high-quality services required by our Group.

22. Proper Management of Critical Information

Comply with the laws and regulations of each country and region, ensure that personal information and confidential information are obtained through legitimate and appropriate means, and strictly and rigorously manage such information to prevent leakage to outside parties. The same requirements as above shall be applied to subcontractors, etc.

23. Stakeholder Relations

Respect the culture and customs of each country and region and strive to contribute to the development of local communities through business activities and social contribution activities (environmental protection, charity, etc.) that help solve social problems. Disclose information in a timely and appropriate manner both internally and externally to ensure accountability.

This policy was approved by the Board of Directors on May 25, 2023.

May 25, 2023
IINO Kaiun Kaisha, Ltd.