



Uyemura Group Code of Conduct

The Uyemura group has set forth 22 rules in this “Uyemura Group Code of Conduct” for all of its directors, officers and staff members (persons who engage in the business activities of the Uyemura group, including its directors, officers, regular employees, fixed-term employees and temporary staff). These rules should be abided by them during their daily business activities in order to implement management that meets the Uyemura group’s dedication to corporate social responsibility (i.e. CSR management) in accordance with the “Uyemura Group Charter of Behavior” and in compliance with applicable laws and regulations as well as corporate ethics.

All the directors, officers and staff members of the Uyemura group need to be well aware that this Uyemura Group Code of Conduct is a set of ethical rules to be unequivocally observed, and these rules need to be thoroughly complied with.

If there is anything you wish to clarify or inquire about, please contact us at the point of contact below:

Secretariat for the CSR Promotion Office

TEL: +81-6-6202-8718

e-mail: csr-with-u@uyemura.co.jp

	Rule	Description
1	Sincere service toward customers	We constantly and sincerely listen to the voices of our customers, properly provide them with information about our products and services, and deliver to them a sense of contentment and satisfaction.
2	Compliance with quality and safety standards	We manufacture products through an excellent quality control system and provide products that best suit the needs of our customers. When we supply products to overseas customers, we fully understand the safety standards and the product liability law of the country in which our products will be used, and provide products that comply with such standards and law.
3	Fair market transactions	We recognize that we can best serve our customers by providing our products and services under appropriate terms and conditions through fair market competition. We conduct business activities that are in compliance with competition law (antitrust law).

4	Fair and equal selection of suppliers	We provide a fair opportunity to supplier candidates and make a fair selection in selecting suppliers.
5	Moderation in entertaining and gift-giving	We never accept or provide excessive entertainment or gifts.
6	No relationship with anti-social forces and responses to trouble therewith	We never tolerate any relationship whatsoever with anti-social forces or groups, such as organized crime, that may threaten the order and safety of civil society, and never engage in any act that may facilitate their activities. If we face any trouble caused by such anti-social forces, the entire company works together and stands firmly against the threat.
7	No insider trading	We never engage in any insider trading, or the sale and purchase of shares that might be suspected thereof.
8	Protection of company assets	We recognize that the company's assets are the source of our corporate value. We treat them with great care, and never engage in conduct that may result in any harm thereto.
9	Confidentiality	We recognize the importance of managing documents and information and endeavor to conduct proper management thereof. We never divulge information or documents that should be kept confidential without any due reason therefor.
10	Protection of and respect for intellectual property	We understand the importance of intellectual property rights in our business activities and endeavor to protect our rights. We also are careful not to infringe on any rights of third parties.
11	Responsible performance of duties	Based on appropriate authority in accordance with applicable laws and regulations, as well as various internal rules, we endeavor to perform our duties in a responsible and efficient manner.
12	Distinction between official and private positions	We make a clear distinction between positions as a member of the company and positions as a private individual, and never bring a private interest into the workplace nor abuse a position as a member of the company in a private situation.
13	Respect for human rights	We respect human rights. We never discriminate against any person due to his/her sex, age, place of birth, nationality, race, ethnicity, creed, religion, disease, disability or other nature. We endeavor to maintain our workplace as a place free from discrimination or harassment.
14	No child labor or forced labor	We comply with applicable laws, regulations and rules in each country where we do business, and never engage in child

		labor or forced labor in our business activities.
15	Respect for basic labor rights	We respect basic labor rights.
16	Management of working hours	We comply with applicable laws, regulations and rules in each country where we do business relating to working hours.
17	Remuneration and wages	We pay workers' salary in compliance with applicable laws, regulations and rules in each country where we do business relating to wages.
18	Protection of privacy	We respect the personal privacy, and never unduly breach such privacy.
19	No harassment	In order to realize a healthy work environment, we never engage in any type of harassment.
20	Eco-friendly business activities	We comply with applicable laws and regulations as well as internal rules concerning the environment, and proactively make efforts to protect the environment in our business activities.
21	Overseas activities	We comply with applicable laws in each country where we do business as well as international rules when transacting with overseas customers, and also conduct our business activities with respect for local cultures and customs.
22	Contribution to society	We, as a company, endeavor to realize a better society as a good international corporate citizen. We each individually consider how we can contribute to society and endeavor to realize such contributions.

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