

Yamada Group Supplier Code of Conduct

Yamada Group is committed to understand legal compliance, human rights, proper labor practice, health and safety, environmental protection, ensuring business integrity and transparency, etc., associated with our supply chain. To ensure Yamada Group meets these social standards and norms, we hereby establish Yamada Group Supplier Code of Conduct as follows. We request our suppliers to comply with Yamada Group Supplier Code of Conduct in order to strengthen mutual trust and build stronger business partnership.

1. Compliance

Our Supplier shall comply with all applicable legislation, bylaws, and regulations of the countries and regions in which business is operated.

2. Child Labor

There shall be no use of, or support of use of a child who is not yet the older of either age 15 or the age at where a child is allowed to be used in that country.

3. Forced Labor

The use and employment process shall not be forced or be complicit in force that is against a employees' will by means of violence, intimidation, restraint, mental or physical means or of unjustly limiting their freedom of conduct.

4. Working Hours

Supplier shall comply with legislation relating to working hours, breaks and holidays and other industry standards. In terms of work exceeding statutory working hours, a determinate overtime allowance shall be paid.

5. Wages and Benefits Package

Supplier shall comply with legislation on national wages and benefits. Wages and various benefits shall be paid and deducted in accordance with the relevant legislation and records shall be kept. The paid wages shall include overtime allowances and shall be described in a manner comprehensible to employees.

6. Harassment

Supplier shall not engage in, have any involvement in or be complicit in any punishment of employees, use of mental or physical force or use of abusive language. Supplier shall not permit any acts of harassment including gestures, language or physical contact in any workplace within the business activity.

7. Discrimination

Supplier shall not discriminate or be complicit in employment discrimination relating to recruitment, wages, promotion, training, termination or retirement on the grounds of race, nationality, ethnicity, gender, age, origin, religion, academic background, physical or mental disability, sexual orientation or gender identity.

8. Health and Safety

Supplier shall provide employees with a safe and healthy working environment compliant with applicable legislation, in addition to providing effective steps to prevent disease including accidents, injuries and emotional issues relating to potential health and safety.

9. Environment

There shall be confirmation that the raw materials and the products used conform to the legislation of the nation and region from which they are obtained, that international treaties and protocols are being applied and that the environmental policies specified by Yamada are satisfied.

10. Business Transactions

Supplier shall comply with the laws relating to the country of origin of final product and its components and of business transactions of the exporting country and region.

11. Integrity and Transparency

Supplier shall never be involved in unethical actions such as bribery, falsification, manipulation or concealment of records, evidence or testimony in any business activity. Information relating to business activities shall be correctly disclosed in accordance with the applicable regulations and standard business practices.

12. Engagement

Supplier shall integrate the requested content of Yamada's Supplier Code of Conduct into its own management system, and work throughout the entire organization to resolve social issues occurring throughout the whole supply chain.