

Senshukai Supplier Code of Conduct

<Preface>

Since its foundation, Senshukai has been engaged in business activities with the aim of providing good products and services, based on the belief that the reason for a company's existence is to contribute to society. Social issues such as the protection of workers' rights and global environmental problems are changing with the times, and the social responsibility required of companies continues to increase. The Senshukai Supplier Code of Conduct has been established to help Senshukai resolve social issues that may arise through its business activities. This Code of Conduct describes what we expect of all suppliers in our supply chain, in terms of aspects such as products, parts and services handled by Senshukai. Specifically, the code focuses on the provision of a safe working environment, respect for workers' dignity and rights, abolition and prevention of forced labor, compliance with laws and regulations, and environmental considerations. Senshukai expects all suppliers to comply with this Code of Conduct. Compliance with this Code of Conduct will help us fulfil our social responsibility and will also lead to peace of mind and trust in our products among our customers and other stakeholders. Through these activities, Senshukai will work towards the achievement of a sustainable society and strive to "create a better life and future connected by our smiles. We ask our suppliers for their understanding of this Code of Conduct and their active participation in its implementation.

Providing stable employment

Suppliers are required to establish an employment system in accordance with the laws and regulations applicable in the country or region where they are located.

Workers' rights under labor and social security legislation or as stipulated for stable employment must be guaranteed. Workers' rights must not be interfered with in any way. Interference with workers' rights includes the misuse of contracts to the detriment of workers in contract work, subcontracting, work done at home, etc., apprenticeships that do not lead to permanent employment, and an excessive number of fixed-term contracts.

Suppliers should ensure that all documents relating to the terms and conditions of employment are prepared in the native language of the workers or a language they understand and that the documents are understood.

Remuneration

Suppliers must comply with wage and working hour laws and regulations and provide benefits as required by law. These laws and regulations include those relating to minimum wages, overtime, maximum working hours, piece-rate pay and other remuneration.

Freedom of association and collective bargaining

Suppliers must respect the right of employees to associate and bargain collectively in a lawful and peaceful manner, and must not engage in any adverse action against employees, including penalties, interference, discrimination, retaliation or harassment.

Promotion of whistleblowing systems and prohibition of retaliation

Suppliers must promote whistleblowing systems. The process must be transparent and workers' psychological and physical safety must be guaranteed without retaliation or detriment for using the whistle-blowing system.

Prohibition of long working hours

Except in special work situations, suppliers must not allow employees to work more than the following number of hours: The maximum number of normal and overtime hours allowed by local laws, or, if local laws do not specify a maximum number of working hours, 8 hours of normal work per day plus 2 hours of overtime. In addition, employees must take at least one day off in any seven-day period, except in special work situations.

Occupational health and safety

Suppliers must provide their employees with a safe and healthy workplace that complies with all applicable laws and regulations. As a minimum, drinking water and sanitation facilities must be available for all employees to use without problems, and fire safety, adequate lighting and ventilation must be ensured.

In addition, for work that by law requires qualifications, qualified personnel must be available and education and training in the use of equipment must be provided on a regular basis. If there are canteens, dormitories or company housing provided to workers, the above must be applied and the regulations for each facility and equipment must be communicated in the native language of all workers who use it, or in a language they understand.

Prohibition of forced labor

Suppliers shall eliminate human trafficking or any conduct that could be deemed as such, and shall in no circumstances use bonded labor, indentured servitude, slave labor or any other form of forced or involuntary labor.

Prohibition of inhumane behavior

Suppliers must not engage in harassment or unfair treatment in the workplace. Suppliers must not abuse or harass workers through violence, threats, abusive language, or other psychological, sexual or physical coercion.

Prohibition of discrimination

Suppliers must not discriminate on the basis of age, disability, ethnicity, gender, marital status, national origin, political party affiliation, race, religion, sexual orientation, gender identity or union membership in employment opportunities and conditions, including recruitment, salary, benefits, promotion, disciplinary action, termination and retirement.

Child labor

Suppliers must not employ children under the minimum age at any stage of production. A 'child' is defined as a person under 15 years of age (or 14 years of age where permitted by local laws), 15 years of age or older but under the minimum employable age under local laws, or under the age for completing compulsory education. If suppliers employ young workers who do not fall within the definition of 'child', they must comply with the laws and regulations applicable to such young workers.

Environmental protection

Suppliers must comply with all applicable environmental laws and regulations. They must also refrain from using chemicals and other substances that pose a risk to human health and the environment and must ensure their safety.

Quality assurance

Suppliers must work with their employees and business partners to improve quality in accordance with Senshukai's quality standards.

Guarantee of intellectual property

Suppliers must respect intellectual property rights and protect Senshukai and Senshukai-related information. Intellectual property rights such as designs, technology, ideas and know-how must be managed in a way that ensures effective and fair protection.

Prohibition of bribery and corrupt behavior

Suppliers must comply with the relevant anti-bribery and anti-corruption statutory provisions applicable at home and abroad.

Suppliers must not provide or offer benefits to Senshukai, its stakeholders or government authorities for the purpose of obtaining or maintaining business or business benefits.

Exclusion of anti-social forces

Suppliers must not only have no relationship with anti-social forces, but must also pledge to exclude them and guarantee their exclusion in the future.

Other laws

Suppliers must comply with all applicable laws and regulations, not only those relating to their business activities.

For the purposes of this Code of Conduct, 'applicable laws and regulations' include regional or national codes, laws and regulations, as well as applicable treaties and standards and provisions set out in the applicable industry.

Ensuring transparency

Suppliers are requested to keep accurate and unaltered records of information regarding their business activities, labor, health and safety, environment, and practices in consideration of applicable laws and regulations, as set out in this Code, and to disclose such information when required by Senshukai. Suppliers are requested to cooperate with Senshukai and Senshukai-designated agents (including third parties) at all times in audits and fact-finding investigations to ensure compliance with this Code of Conduct. Audits and fact-finding investigations may include unannounced inspections of manufacturing facilities and employer-provided housing, inspection of books and records relating to employment matters and personal interviews with employees. Suppliers are required to have in their facilities all documentation required to demonstrate compliance with the Code of Conduct. Suppliers are also required to ensure that all secondary and tertiary suppliers or subsequent suppliers associated with Senshukai's business comply with this Code of Conduct as well.