

## **CSR Policy**

DAIWA Group ASIA OPERATION will not only comply with laws and regulations, but also respect international codes of conduct related to social responsibility, work for the sustainable development of our business activities, and contribute to people, society, and the global environment.

### **Promotion of Fair, Transparent and Sound Business Activities and Prevention of Corruption**

We will conduct our business activities in a transparent manner, placing the highest priority on earning the trust of our customers, business partners, shareholders, and local communities, and complying with the relevant laws and rules of each country and region.

We will also work against corruption in all its forms, will not make illegal political donations or bribe public officials, and will not have any relationship with individuals or organizations that are antisocial forces.

### **Respect for Human Rights**

We respect the human rights of all people and fundamental rights of workers, as well as the principle of elimination of forced labor and child labor. We prohibit all forms of discrimination and respect diversity.

### **Maintenance and Improvement of Good Working Environment**

We provide a safe and comfortable working environment for our employees and promote human resource development over the medium to long term through adequate management.

### **Fulfilling Our Responsibility to Provide Safe and Secure Products and Services**

We ensure the safety and quality of our products and services, through strict safety and quality guidelines, until the end of their useful life. We also faithfully provide safety information on our products and services.

### **Preservation of the Global Environment**

We work to prevent pollution, address climate change, and create a sound material-cycle society, including the sustainable use of resources.

### **Coexistence with Local Communities**

We will contribute to the sound and sustainable development of local communities by cooperating and coexisting with them.

### **Promotion of Corporate Social Responsibility Activities in the Supply Chain**

We will promote corporate social responsibility activities throughout our supply chain.

## **CSR Code of Conducts**

### **1. Promotion of Fair, Transparent and Sound Business Activities and Prevention of Corruption**

#### **1-1. Compliance with laws and regulations**

(1) We shall respect international and social rules and thoroughly comply with the laws and regulations of the countries and regions in which we operate.

(2) As a member of the international community, we shall comply with the export control laws and regulations of each country in order to maintain international peace and security, and shall not engage in export transactions that could lead to the proliferation of weapons of mass destruction or excessive accumulation of conventional weapons.

#### 1-2. Elimination of mixing business and private matters

We shall not engage in any conduct that is detrimental to the interests of the company, such as using company assets or expenses for personal purposes or using entrusted power for personal gain.

#### 1-3. Fair, transparent and free competition and transactions

(1) We will not abuse our superior position, such as reducing the price or delaying payment after an order has been placed without any reason attributable to the supplier, even if the supplier has agreed to such action.

(2) We will not obtain or use trade secrets of other companies in an improper manner.

(3) We will not make false or misleading representations to customers regarding our products and services.

#### 1-4. Thorough management of confidential information

(1) We will manage confidential information in an appropriate manner and disclose it to third parties only after concluding a nondisclosure agreement.

(2) We shall securely manage personal data and properly monitor employees and contractors who handle such data.

(3) We will always respect the privacy of each individual, handle with the utmost care confidential information of any individual obtained in the course of conducting business or in the course of performing one's duties, and will not disclose such information without justifiable reasons.

#### 1-5. Prevention of relationships with antisocial forces

(1) We will not provide any form of property benefits to shareholders in connection with the exercise of their rights.

(2) We shall not have business or any other relationship with individuals or groups that are antisocial forces.

#### 1-6. Prohibition of entertainment and gifts to public officials

We shall not provide any money, entertainment, gifts, other benefits, or favors to any public official or other similar person in interest.

#### 1-7. Sound relationship with business partners

We shall strive to have sound business relationships with our business partners and shall not receive from them any money, goods, or entertainment that exceeds socially accepted norms.

## **2. Respect for Human Rights**

#### 2-1. Non-discrimination and respect for diversity

We respect diversity and do not discriminate in any way, regardless of race, gender, sexual orientation, nationality, national origin, disability, religion or political opinion.

#### 2-2. Respect for individuality

We will not tolerate any acts that deny the dignity of others, including sexual harassment and power abuse.

#### 2-3. Respect for workers' rights

We shall respect the freedom of association, the right to collective bargaining, and other rights in accordance with the laws and regulations of the countries and regions in which we operate.

#### 2-4. Prohibition of forced labor and child labor

We shall not force anyone or allow children under the legal working age to work. We shall not engage in forced labor or child labor in any form.

#### 2-5. Avoidance of complicity in human rights abuses

We shall not be complicit in human rights abuses, whether directly or indirectly.

### **3. Maintenance and Improvement of Good Working Environment**

#### 3-1. Maintenance and improvement of a safe and hygienic working environment

We shall comply with the laws and regulations of the countries and regions in which we operate, as well as internal company rules, regarding the safety and hygiene of the working environment, and shall work to maintain and improve such working environment.

#### 3-2. Maintenance of decent working hours, securing of minimum wages, and prohibition of unreasonable wage reductions

(1) We shall properly manage working hours and strive to prevent the occurrence of physical and mental health problems due to overwork.

(2) We shall pay minimum wages in accordance with the laws and regulations of the countries and regions in which we operate, and shall not unreasonably reduce wages.

#### 3-3. Medium- to long-term human resource development and fair evaluation

We shall actively support career development of employees according to their aptitudes and abilities, and conduct fair evaluations based on their performance.

#### 3-4. Provision of equal labor opportunities

We shall provide equal opportunities for recruitment and promotion, and shall not engage in arbitrary or discriminatory treatment.

### **4. Fulfillment of Responsibility to Provide Safe and Secure Products and Services**

#### 4-1. Emphasis on safety and quality

We place the highest priority on safety and quality. To this end, in all of our business activities, including research, development, design, procurement, production, sales, and after-sales service, we shall strive to provide safe products and services and maintain and improve quality to the satisfaction of our customers.

#### 4-2. Provision of safety information

We clarify safety information on our products and services. We provide safety information to our customers and others involved in our products and services by means of product manuals, product labels, and our website.

#### 4-3. Response to product-related accidents

In the event of an accident involving our products or services, we shall respond promptly and prevent the spread of damage caused by the accident. We will also investigate and confirm the facts, determine the cause, report it to internal and external parties as necessary, disclose information, and prevent recurrence.

### **5. Preservation of the Global Environment**

#### 5-1. Promotion of environmental protection

(1) We shall strive to protect the environment, including the prevention of pollution, through energy conservation, reduction of greenhouse gases, efficient use of raw materials and water, and reduction and recycling of waste, and shall continuously improve these efforts to enhance our environmental performance.

(2) We will work to reduce the environmental impact of our products and services at each stage of their life cycle (production, transportation, use, and disposal).

### **6. Coexistence with Local Communities**

#### 6-1. Contribution to sustainable development of local communities

We recognize that our company is a member of the community, and we aim to develop together with the local community, which is the foundation of the company's existence. We also respect local cultures and customs.

#### 6-2. Utilization of local human resources

We will actively hire local talent in the business activities of our local subsidiaries and contribute to the development of local communities through our business activities.

### **7. Promoting Social Responsibility Activities in the Supply Chain**

#### 7-1. Supply Chain Stability

To fulfill our social responsibility, we will share production information with Thailand and Laos, and strive to stabilize the supply chain based on mutual cooperation.