

Supplier Code of Conduct **Miyoshi Kasei Group**

Foreword

Miyoshi Kasei Group enhances relationship with our suppliers in an effort to ensure that our raw materials meet our Quality and Delivery requirements. We view all our suppliers as partners working together with us toward sustained growth and who have values that are directed to conducting business in full compliance with the law and with the highest ethical standards.

Building on our relationship with our suppliers and customers, Miyoshi Kasei Group has established a Supplier Code of Conduct in line with Miyoshi Kasei Group CSR charter. The Code aims to have its suppliers share and have the same ethical standards of conduct as Miyoshi Kasei Group.

Miyoshi Kasei Group shall use the Supplier Code of Conduct as the basis for selecting suppliers. In addition to requiring suppliers to fully comply with the Code, Miyoshi Kasei Group also expects suppliers to ensure compliance among their own subcontractors involved in business related to Miyoshi Kasei Group.

Miyoshi Kasei Group expects its suppliers to work with it to enable Miyoshi Kasei Group to provide products and services that offer peace of mind and safety to consumers and are friendly to both society and the environment, to provide ample disclosure of information to and communication with consumers, and to place greater emphasis on relationships with local communities as it strives to realize a sustainable society.

Supplier Code of Conduct

1. Human Rights

In conducting transactions with suppliers, Miyoshi Kasei Group requires that its suppliers respect “The International Bill of Human Rights” and other international standards for human rights.

Miyoshi Kasei Group expects its suppliers not to discriminate against their employees in hiring practices or treatment including discrimination based on, but not limited to, race, religion, color, national origin, gender, sexual orientation, disability, age, ethnic origin, social status, or political opinion. Miyoshi Kasei Group shall also favor suppliers that do not engage in moral harassment, including sexual harassment and abuse of power.

2. Legal Compliance

Miyoshi Kasei Group shall conduct business with suppliers that are in full compliance with the laws of the countries and regions in which they operate.

Miyoshi Kasei Group shall favor suppliers that meet stricter international and industry standards than those mandated by law, such as Good Manufacturing Practice (ex. EFfCI, GMP Guidance, ISO22716, ISO9001, Cosmetic GMP, etc.)

3. Labor Practices

Miyoshi Kasei Group shall conduct business with suppliers that are in full compliance with the labor laws of the countries and regions in which they operate.

When selecting a supplier, Miyoshi Kasei Group shall pay particular attention to issues such as the prohibition of child labor in the collection of materials e.g. mica, forced labor; prohibition of use of conflict minerals; the maintenance of safe, clean and healthy work environments for employees; the payment of an employee wage that is not less than the minimum wage; compliance with applicable laws regarding working hours; and respect for the right of employees to organize.

4. Protection of Intellectual Property* and Maintenance of Confidentiality

Miyoshi Kasei Group shall conduct business with suppliers that have instituted measures necessary to manage and safeguard confidential and personal information and ensure the protection of their own intellectual property as well as that of Miyoshi Kasei Group and third parties.

Miyoshi Kasei Group requires its suppliers to undertake efforts to acquire intellectual property rights pertaining to business conducted with Miyoshi Kasei Group and to maintain policies, procedures, and to conduct employee instruction and training concerning the prevention of infringement of intellectual property rights, identification and management of confidential business information, trade secrets, and the protecting of employee personal information.


* Intellectual Property refers to patents, trademarks, copyright, and trade secrets.

5. Environmental Sustainability

Miyoshi Kasei Group conducts business with suppliers that are in full compliance with the environmental laws of the countries and regions in which they operate.

Miyoshi Kasei Group maintains a proactive stance toward protection of the environment and works to contribute to the development of a sustainable society through measures such as protecting biodiversity, reducing greenhouse gas (GHG) emissions water resources management, conserving resources and recycling, and preventing pollution.

Miyoshi Kasei Group requires its suppliers to recognize the importance of protection of the environment and to conduct business operations based on environmentally sound measures such as assuring biodiversity and reducing GHG emissions in all phases from the use of resources to the management of waste materials, conserving resources and recycling.



6. Animal Testing

Miyoshi Kasei Group does not test any of its products on animals and requires its suppliers to ensure that they do not conduct animal testing on raw materials or products they supply to Miyoshi Kasei Group unless required by law or regulations to assure the safety of such raw materials or products.

7. Fair Operating Practices

Miyoshi Kasei Group shall conduct business with suppliers that are in compliance with all applicable fair trade laws of the countries and regions in which they operate. Miyoshi Kasei Group shall select suppliers on the basis of considerations including quality, cost and supply capabilities. Miyoshi Kasei Group shall neither provide nor accept gifts or entertainment that may cause suspicion regarding fairness or are in violation of the law. Miyoshi Kasei Group shall require that suppliers neither give gifts nor engage in entertainment intended to furnish inappropriate or illegal benefits such as bribes.

Verification of Compliance

Miyoshi Kasei Group may require suppliers to submit answers to questionnaires, to accept on-site verification, and to submit materials and records bearing the signature of an authorized representative of the company for the purpose of verifying that they are in compliance with this Supplier Code of Conduct.

Miyoshi Kasei Group shall obtain suppliers' agreement with the Miyoshi Kasei Group Supplier Code of Conduct prior to doing business, and may request compliance with the Code's content and the submission of documentation that demonstrates suppliers' intention to comply with the Code.

Moreover, the Miyoshi Kasei Group may in its sole discretion revise its Supplier Code of Conduct, inform its suppliers of such revisions and post them on its website. Following any such revisions to the Miyoshi Kasei Group Supplier Code of Conduct, Miyoshi Kasei Group shall request the agreement and compliance of its suppliers with such changes.

Suppliers that have any questions or need clarification concerning such revisions should contact its Miyoshi Kasei Group representative.

Established 4/1/2016





We have received the Miyoshi Kasei Group Supplier Code of Conduct. We agree to the content of the Code, and will work to comply with it.

Date: _____

Company Name: _____

Title: _____

Signature of Responsible Party: _____

