

MIYOSHI KASEI GROUP

CSR CODE OF CONDUCT

The Miyoshi Kasei Group's goal is to provide products and services that offer peace of mind and safety to consumers and that are friendly to both society and the environment. We behave as socially aware and responsible people, following our company's values, commitments, ethics and rules, centered around the Miyoshi Kasei Group slogan: TREATING YOU RIGHT.

We view all our partners 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 partners and customers, we have established the **Miyoshi Kasei Group CSR Code of Conduct** (the "Code of Conduct") in line with Miyoshi Kasei Group CSR charter. The Code of Conduct aims to have its partners share and have the same ethical standards of conduct as Miyoshi Kasei Group.

Miyoshi Kasei Group shall use the Code of Conduct as a basis for assessing and selecting partners. In addition to requiring partners to fully comply with the Code of Conduct, Miyoshi Kasei Group also expects partners to ensure compliance among their own value chain involved in business related to Miyoshi Kasei Group. To this extent, we expect our partners to implement a CSR strategy within their value chain. We encourage them to support an international sustainability initiative, such as UNGC, and to use a third-party assessment tool such as Ecovadis.

We expect our supplier to work with us to enable Miyoshi Kasei Group to provide products and services that offer peace of mind and safety to consumers and that are friendly to both society and the environment, and to place greater emphasis on relationships with local communities, as it strives to realize a sustainable society.

1. Human Rights

In conducting transactions, Miyoshi Kasei Group requires that its partners respect international standards for human rights.

Miyoshi Kasei Group expects its partners not to discriminate against their employees in hiring, remuneration, promotion or termination practices based on, but not limited to : on origin, skin color, age, family status, gender, gender identity, sexual orientation, physical appearance, economic situation, state of health, disability, religion, political opinion, language spoken or social status.

Miyoshi Kasei Group shall also engage with partners that strictly prohibit harassment, including moral harassment, sexual harassment and abuse of power.

Miyoshi Kasei Group requires its partners to prohibit child labor and forced labor in their operations and supply chains.

2. Legal Compliance

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

Miyoshi Kasei Group shall favor partners that meet stricter international and industry standards than those mandated by law, such as Good Manufacturing Practices (GMP) & ISO certifications.

3. Labor Practices

Miyoshi Kasei Group shall engage with partners who provide safe, clean and healthy work environments for employees, and takes all necessary measures to prevent accidents and injuries.

Miyoshi Kasei Group requires its partners to guarantee the payment of an employee wage that is not less than the minimum wage defined by local law ; compliance with applicable laws regarding working hours and overtime; and respect employees' freedom of association and right to collective bargaining (or at least to gather independently to discuss work-related problems or voice grievances, if independent trade unions are restricted in partners' country).

4. Intellectual Property and Confidentiality

Miyoshi Kasei Group requires its partners to comply with all applicable laws relating to anti-trust and data privacy.

Miyoshi Kasei Group shall conduct business with partners 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 partners 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.

5. Environmental Sustainability

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

Miyoshi Kasei Group requires its partners to have, or put in place, systems to avoid accidental pollution of the air, soil and water, during production and storage steps, as well as during transport of hazardous materials.

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

6. Fair Operating Practices

When conducting business, Miyoshi Kasei Group partners should prohibit and take necessary measures to avoid fraud, bribery or corruption, should not engage in any activities that could serve the purpose of money laundering or embezzlement, and should not give undue advantages or monetary gifts to potential business partners or employees.

Miyoshi Kasei Group shall conduct business with partners that follow all applicable fair-trade laws of the countries and regions in which they operate. Miyoshi Kasei Group shall select partners 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 partners 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 partners to answer 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 follow this Miyoshi CSR Code of Conduct.

Miyoshi Kasei Group shall obtain partners' agreement with this Code of Conduct prior to doing business, and may request the submission of documentation that demonstrates partners' intention to comply with this Code of Conduct.

Moreover, the Miyoshi Kasei Group may in its sole discretion revise its Miyoshi CSR Code of Conduct. Following any such revisions, the Miyoshi Kasei Group shall inform its partners of such revisions and shall request the agreement and compliance of its partners with such changes.

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

Miyoshi Group Signature :

In order for our Companies to work together, please confirm the below :

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

Date : _____

Company Name : _____

Signatory Name : _____

Title : _____

Signature : _____