



Unipres Group

Code of Conduct

The executives and employees of the Unipres Group not only adhere to laws and regulations and social ethics but also observe the Unipres Group Code of Conduct in the implementation of all corporate activities for the realization of the Unipres management philosophy.

When executives or employees of the Unipres Group become aware of any behavior that infringes the Unipres Group Code of Conduct, they report it.

Chapter.1 Our Stance toward Our Customers

1. Safe Provision of Excellent Products

We provide products that offer high quality at a reasonable price by taking the position of consumers and users and giving full consideration to safety. We are engaged in ongoing creative and innovative technological development and actively cultivate new fields of business.

2. Response to Product-related Accidents and Trouble

As a company that has a responsibility to society, we promptly report to management executives and respond quickly if a product defect arises.

Chapter.2 Our Stance toward Our Business Partners

1. Conduct of Fair Transactions

We build and maintain equal, fair, and transparent trade relationships with all our business partners and build strong cooperative ties through mutual understanding and respect as business partners. In this way, we seek our mutual benefit.

2. Observance of the Competition Law and Related Legislation

We observe the Competition Law and related legislation, and conduct all our transactions with integrity, fairness, and transparency.

3. Relations with Interested Parties and Business Partners

In our relations with interested parties and business partners, we neither accept nor engage in profit-sharing activities or gift exchange beyond the scope of social courtesy.

Chapter.3 Our Stance toward Our Stockholders and Investors

1. Appropriate and Prompt Provision of Information

We disclose in a timely and proper fashion information needed by the company's shareholders and other stakeholders and thus aim to ensure accurate understanding and evaluation of our company. Aware of our social responsibility, we engage in fair market competition.

2. Prohibition of Insider Trading

We do not engage in transactions deemed to be, or leading to suspicion of, insider trading.

3. Proper Accounting

We observe laws and internal company regulations and engage in proper accounting to secure accuracy and credibility in our financial and tax accounting. By strengthening internal and external audit functions, we aim to engage in transparent corporate management.

Chapter.4 Our Stance toward Society

1. Our Stance toward Society

Based on Unipres's environment policy we develop, maintain, and continuously improve a system that enables us to observe environment-related regulations. In product development, we ensure product safety as well as promote resource- and energy-saving and the reduction of hazardous substances in order to minimize the environmental impact.

2. Social Contribution and Integration into the Community

As a member of society, we make an active and ongoing contribution to society. We are actively involved in the communities and contribute to the development of our business activities and these communities.

3. Conduct as a World Citizen

We follow international rules and the laws of individual nations and implement management that respects culture and customs of each nation and contributes to their development.

Chapter.5 Our Workplace

1. Workplace Safety

We endeavour to provide a safe and healthy work environment, and we perform the necessary measures to ensure that our buildings, facilities, and equipment conform to health and safety regulations.

2. Labor Environment

By not engaging in the employment of children, forced labor or human trafficking and ensuring appropriate working hours and payment of wages, etc., we take measures to observe the employment regulations of each nation.

3. Workplace Environment

We each respect the opinions of others and aim to develop an environment in which we can take on new challenges without fear of failure.

4. Respect for the Individual

We respect the human rights of all workers regardless of their race, nationality, gender, sexual orientation, religion, disability, age, social origin, or employment status and strive to eliminate discrimination and actions which harm the dignity of the individual. We do not engage in harassment of any kind.

With a spirit of openness and trust, we aim to promote the creation of workplaces where it is easy for all people to work together.

Chapter.6 Our Work Mindset

1. Attitude toward Work and Work Duties

We engage in our work with a sense of duty and commitment. We perform every task to the best of our ability and seek to continuously improve our performance.

2. Protection of Company Property

We properly control and protect our company's rights and property, both tangible and intangible. We do not engage in personal or other unauthorized use of them. We respect other people's rights and property.

3. Proper Control of Information

In accordance with laws and internal company regulations, we properly control information held by the company and our business partners.

4. Relations with Government and Public Administration

In our business relations with public officials, we strive to build transparent and fair relationships and do not engage in the exchange of money or gifts beyond the scope of social custom.

5. Separation of Our Professional and Private Lives

We separate our professional and private lives. We do not use the company name for personal gain.

We do not engage in such actions as taking company resources for personal use or personally receiving money or gifts from business partners or other similar parties.