



Supplier Code of Conduct

This Code of Conduct describes the matters we ask of our suppliers when doing business with NIHON SHOKUHIN KAKO (the Company), and applies to all suppliers, affiliates, and other business entities that provide the Company with goods and services. We would therefore like to ask our suppliers to understand and follow this Code of Conduct as described below.

1. Corporate Governance and Compliance

Establish and implement a compliance framework that takes into account compliance with laws and social norms, as well as risk management, and establish and implement a risk management system that aims to reduce and avoid risk. In addition, disclose important information concerning this Code of Conduct in a timely and appropriate manner.

2. Respect for Human Rights and Occupational Health and Safety

A. Basic Stance on Human Rights and Labor Practices

Support and respect internationally recognized human rights norms. In addition, strive to ensure that your company does not cause human rights violations and does not indirectly contribute to human rights violations.

B. Prohibition Against Discrimination

Provide employees with equal opportunity in all business activities without discriminating based on race, ethnicity, place of origin, lineage, faith, age, gender, gender identity, sexual orientation, disability, or any other legally protected attribute.

C. Prohibition Against Inhumane Treatment

In all business activities, do not engage in inhumane treatment, including harassment, bullying, or other abusive behavior.

D. Ensuring Adequate Wages

Comply with all laws and regulations that apply to compensation paid to employees (including minimum wage, overtime pay, and legally mandated benefits and wage deductions).

E. Appropriately Managing Working Hours

Comply with all laws and regulations in the region in which employees work, as well as with agreements with unions and employee representatives. Appropriately manage employee working hours and holidays, and implement initiatives that grant employees the right to take paid leave.

F. Prohibition Against Forced Labor

Do not place restrictions on employees' freedom of movement, and do not engage in forced labor, including work that is performed against the will of the individual, whether directly or indirectly.

G. Prohibition Against Child Labor

Do not allow children to work if they are under the minimum working age. In addition, do not allow persons under the age of 18 to engage in hazardous work that endangers their health or safety.

H. Respecting the Freedom of Association and the Right to Collective Bargaining

Respect the rights of employees to join labor unions, freely associate, and engage in collective bargaining.

I. Ensuring Safe Work Environments

Comply with all laws and regulations concerning health and safety. Strive to provide employees with safe, hygienic, and healthy working environments by reducing and preventing hazards and harmful effects within business premises, by preparing emergency response measures in anticipation of potential natural disasters, fires, and other accidents, and by establishing compensation plans for injured employees.

3. Ensuring Quality and Safety

A. Establishment of a Quality and Safety Management System

Establish and implement a management system to ensure food safety and quality.

B. Ensuring the Safety of Products and Services and Complying with Laws and Regulations

Comply with all laws and regulations concerning products and services, and provide products and services that conform to matters agreed upon based on written standards and agreements with the Company, and that comply with voluntary quality control standards.

C. Appropriate Response in the Event of an Accident Involving Products and Services, or of a Defective Product/Service Reaching the Market

Establish procedures for handling recalls of products and services, etc., and immediately notify the Company and respond in good faith in accordance with these procedures in the event of an accident involving a product or service, of a defective product/service reaching the market, or of a problem concerning product labeling.

4. Environment

Establish and implement an environmental management system to promote the conservation of the global environment including ecosystem and sustainable use of resources including energy and water, etc. Comply with legal requirements based on the laws and regulations where business premises are located, and appropriately manage and reduce external emissions of chemical substances, wastewater, exhaust, waste, and greenhouse gases (GHG), etc.

5. Equitable Business Activities

A. Compliance with Laws and Regulations, and Support and Respect for International Codes of Conduct

When conducting business activities, fully understand and comply with the various business laws and other relevant laws and regulations, and support and respect international codes of conduct.

B. Prevention of Corruption

Do not engage in embezzlement, accounting fraud, money laundering, bribery, illegal political contributions, and other corrupt practices.

C. Prohibition Against the Giving and Receiving of Improper Benefits

Do not give or receive improper benefits in relationships with stakeholders.

D. Compliance with Competition Laws

Comply with Japan's Antimonopoly Act, unfair competition prevention laws, including competition laws of various countries, and other competition-related laws and regulations, including the Act against Unjustifiable Premiums and Misleading Representations and the Subcontract Act.

E. Exclusion of Relationships with Antisocial Forces and Organizations

Sever all relationships with antisocial forces and organizations.

6. Information Security

To properly manage personal and confidential information, comply with all relevant laws and regulations, and strive to prevent information leaks through an appropriate control system.

7. Contribution to the Community and Society

Recognize the importance and necessity of corporate social responsibility, and contribute to the creation of a better society and environment.

8. Supply Chain Penetration

In order to promote this Code of Conduct throughout the supply chain, strive to engage in transactions with business entities that concur with this Code of Conduct, and that are willing to put it into practice.

If you have any questions or comments for the Company regarding this Code of Conduct, please do not hesitate to contact us.

Established June 2025