

Nifco Group Corporate Action Charter

A company should be a useful existence widely for society while it is an economic subject that pursues profits through fair competition. Against this backdrop, companies that belong to the Nifco Group, regardless whether they are in or outside Japan, shall respect human rights and observe relevant laws and regulations, international rules and their spirit as well as act voluntarily and with social good sense toward the creation of a sustainable society, in accordance with the following 10 principles:

1. To develop and provide socially useful products and services in due consideration of safety and the protection of personal and customer information, and win satisfaction and trust of consumers and customers.
2. To engage in fair, transparent and free competition and carry out proper transactions. To also maintain sound and normal relations with politics and administration.
3. To communicate widely with society, not to mention shareholders, and proactively and fairly disclose corporate information.
4. To respect diversity, personality and individuality of employees and realize comfortableness and abundance by ensuring a safe environment in which it is easy to work.
5. To recognize that efforts for environmental issues is a challenge common to human beings and an essential requirement of the existence and activities of a company, and act voluntarily and proactively for environmental issues.
6. To proactively make social contributions as a “good corporate citizen.”
7. To firmly confront antisocial forces and organizations that threatens order and safety of civil society.
8. In international business activities, to conduct management that respects local cultures and customs and contributes to their development, not to mention the need to comply with international rules and local laws.
9. The top management shall recognize that the realization of the spirit of this charter is his or her role, and drive home this charter inside the company and make it known to all group companies and business partners after setting an example for him or herself. Also, the top management shall always grasp opinions inside and outside the company, establish an effective in-house system and strive to drive home corporate ethics.

10. In the event that a situation that goes against this charter occurs, the top management shall make clear its stance to work on the resolution of the situation for himself or herself both inside and outside the company, and strive to investigate causes of the problem and prevent recurrence of a similar situation. Also, the top management shall quickly and accurately disclose information to society and show accountability, and severely deal with those who are responsible, including him or her, after clarifying authorities and responsibilities.