

February 9, 2022

Supplier Code of Conduct

In recent years, the philosophy that we should recognize CSR (Corporate Social Responsibility) and fulfill that responsibility has permeated rapidly. Maruzen Pharmaceutical has established our "Sustainable Procurement Policy" and declared our commitment to the SDGs, we would like to respond to the demands and expectations of society and create various values through our business, together with our suppliers who are our important business partners.

Based on the Sustainable Procurement Policy, we have established the Supplier Code of Conduct, which summarizes what we want our suppliers to comply with. We ask our suppliers to understand the contents and conduct activities in accordance with this initiative. In addition, we ask that your subcontractors and suppliers also be required to comply with this Code of Conduct.

Maruzen Pharmaceutical Co., Ltd.
President Yasuhiro Higurashi

1.Ensuring Quality and Safety

- (1) We will strive to provide products and services that place the highest priority on safety.
- (2) In the event of an accident or defective product, we will take measures such as information disclosure and safety measures.

2.Compliance with laws, regulations, and social norms

- (1) We will comply with laws and regulations related to business and social norms established in each country and region.
- (2) We will maintain fair relationships with business partners, politicians, governments, and other business related parties, and will not provide or accept inappropriate benefits such as corruption, bribery or fraud.
- (3) We do not have any relationship with people who are involved in illegal activities such as antisocial forces or money laundering.
- (4) We will comply with the Antimonopoly Act and other related laws and regulations, and conduct fair and equitable transactions.
- (5) We will not engage in any act that conflicts with the interests of the Company.



3. Respect for human rights

- (1) We will respect the human rights and diversity of individuals.
- (2) We will respect basic human rights and will not discriminate on the basis of nationality, region of origin, language, race, ethnicity, religion, ideology, age, disability, gender, gender identity, sexual orientation, employment status, marital status, pregnancy, or other reasons, nor will we engage in any act that damages the dignity of individuals.
- (3) We will not accept any form of modern slavery.
- (4) We will not tolerate any kind of forced or compulsory labor.
- (5) We will prevent employment that impairs the morals, health, and safety of children, and abolish child labor under the working age.
- (6) We will comply with laws and regulations concerning freedom of association and collective bargaining, and respect workers' rights to organize and bargain collectively.
- (7) We will comply with laws and regulations concerning working hours and wages applicable to our business activities.
- (8) We will not engage in any form of harassment or words that cause mental or physical distress.

4. Consideration for the environment

- (1) Bearing in mind that our business activities will place a burden on the environment, we will comply with relevant laws and regulations in consideration of environmental conservation.
- (2) In order to use resources sustainably, we will periodically improve the utilization efficiency of resources necessary for business activities, such as energy, water, and raw materials.
- (3) We will promote the reduction of waste, the optimization of disposal, and the effective use of waste.
- (4) We will strive to conserve energy throughout our business activities, promote the use of renewable energy, and reduce greenhouse gas emissions.
- (5) We will strive to prevent contamination of the air, water, soil, etc.
- (6) We will respect biodiversity and conduct business activities with consideration for biodiversity.

5. Information Security and Protection of Personal Information, Confidential Information, and Intellectual Property Rights

- (1) We will take measures to protect information from threats on computer networks and from negligence due to human factors, and check regularly.



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- (2) We will appropriately manage all personal information of customers, third parties, employees, and others obtained through our business activities, as well as information on transactions and technical information.
- (3) We will not infringe on the intellectual property rights of others.