

NITORI Group Supplier Code of Conduct

Basic Policy

We, the NITORI Group, have a long-cherished mission of “To enrich the homes of people all over the world.” The NITORI Group’s day-to-day wholesome corporate activities are the foundation for earning the trust of our stakeholders and achieving our cherished mission.

The NITORI Group has established its “NITORI Group Supplier Code of Conduct” to help us fulfill our social responsibilities together with our suppliers so that we can contribute to realizing a sustainable society. In the event we discover that one of our suppliers is in violation of our Code of Conduct, we will urge the supplier to make improvements, and if necessary, provide guidance to remedy the situation.

Our Code of Conduct sets forth rules that all suppliers are expected to observe as they engage in providing products, fixtures, and services for the NITORI Group. By following the rules, suppliers will be able to further gain the trust of their stakeholders.

We request suppliers to sign this Code of Conduct to pledge their support, understanding, and compliance to the rules.

Supplier Code of Conduct

Compliance

1. Compliance with laws, regulations, and this Code

Suppliers shall comply with all the applicable and related laws and regulations of each country and region, as well as the rules of this Code.

2. Prohibition of discrimination

Suppliers shall not discriminate on the basis of race, religion, gender, nationality, social status, physical condition, or other reason when making decisions about employment opportunities, compensation, promotion, demotion, etc.

3. Prohibition of harassment

Suppliers shall not engage in any form of harassment, including verbal and emotional abuse, physical abuse, or sexual harassment. Furthermore, suppliers shall establish procedures for dismissal and other disciplinary actions.

4. Fair competition

Suppliers shall comply with the competition laws of each country and region and shall not engage in collusion, cartels, abuse of superior bargaining positions, or other unfair business practices.

5. Prevention of corruption

Suppliers shall not engage in bribery or other activities to gain profit through wrongful means. Furthermore, suppliers shall establish regulations that prohibit bribery and other forms of corruption in order to prevent any type of violation.

6. Elimination of antisocial forces

Suppliers shall certify that they are not an organized crime group, terrorist, or other type of antisocial force. Furthermore, suppliers shall eliminate relationships with antisocial forces and shall not provide them with benefits.

7. Protection of information

Suppliers shall strictly manage personal information and confidential information and shall prevent information leakage.

Labor

8. Fair employment

Suppliers shall establish and comply with labor rules and conditions that protect the rights of employees in an appropriate and fair manner in accordance with the laws and regulations of each country and region.

9. Assurance of reasonable working hours and wages

Suppliers shall accurately record the working hours of all employees. Working hours shall not exceed the limits set forth by local laws and regulations. Furthermore, suppliers shall conclude labor contracts with employees and pay wages, overtime, allowances, etc. in accordance with the laws and regulations of each country and region.

10. Prohibition of child labor

Suppliers shall not employ children who are under the age for employment set forth in the laws and regulations of each country and region. Furthermore, suppliers shall verify the exact age of potential employees during the hiring process.

11. Prohibition of forced labor

Suppliers shall not use any form of forced labor, including slave labor, bonded labor, or debt bondage.

12. Promotion of safe and healthy workplaces

Suppliers shall comply with applicable laws and regulations regarding occupational safety and health and shall appropriately manage the safety and health of employees.

13. Attention to harsh working conditions

Suppliers shall identify risks that can potentially cause physical problems for workers, such as physically demanding work and long hours in the hot sun, and shall manage risks so as to prevent workplace accidents.

14. Respect for freedom of association and collective bargaining rights

Suppliers shall respect and not interfere with rights to freedom of association and collective bargaining in accordance with laws and regulations.

Environment

15. Protection of the environment

Suppliers shall comply with applicable environmental laws and regulations of the countries and regions in which they do business and shall give utmost consideration to environmental preservation. Furthermore, suppliers shall verify that the raw materials and parts used in manufacturing comply with the laws, regulations, and international conventions of the countries and regions where they are procured.

16. Efficient use of resources

Suppliers shall endeavor to make efficient use of resources by actively implementing recycling, reuse, etc.

17. Management of chemical substances

Suppliers shall safely manage chemical substances that can potentially cause environmental pollution. Manufactured products shall not contain any chemical substances prohibited by the laws and regulations of the countries and regions where they are manufactured and sold. Furthermore, suppliers shall not use any prohibited chemical substances in manufacturing processes.

Quality

18. Manufacture of safe and reliable products

Suppliers shall comply with NITORI Group's Quality Assurance and Validation (QAV) audit standards, which take into account technology, facilities, quality, sanitation control, and other matters when manufacturing products.

19. General prohibition of subcontracting

In principle, suppliers shall manufacture their own products. Furthermore, suppliers shall not subcontract product manufacturing without NITORI Group's permission. Suppliers shall acquire prior written consent from NITORI Group when requesting a subcontractor to manufacture products. Moreover, suppliers shall periodically investigate and verify the production management status of subcontractors and provide NITORI Group with appropriate information.

Management of business partners

20. Scope of application

This Code applies to all suppliers who are engaged in providing any products, fixtures, and services for the NITORI Group.

21. Suppliers' responsibility for their business partners

Suppliers shall be responsible for managing their business partners so as to ensure that the products they manufacture and any raw materials and other materials used in manufacturing do not violate this Code. Suppliers shall ensure that all of their business partners are aware of, understand, and comply with the rules of this Code. Suppliers shall establish and implement methods for verifying, auditing, and supervising their business partners' compliance with this Code.

I have read and understood the content of this Code and promise to comply with its rules.