

# **Tokuyama Group Code of Conduct**

Established: May 12, 2009

All Tokuyama Group members will commit to operating in a way that is compatible with society and to fulfilling the Group's corporate social responsibility, following the principles below and endeavoring to achieve sustained growth by earning the support of our clients.

## **1. Compliance**

We act with good corporate ethics and common sense, based on the understanding that compliance with laws and corporate rules is the most important requirement in pursuing any kind of business.

## **2. Fair Business Activities**

- We aim to be moderate and reasonable in our business through fair, free, and transparent competition.
- We will maintain fair and reasonable relation with political and governmental organizations.

## **3. Responsible Care**

- We develop, produce and supply products and services that have value to the community, with a constant focus on safety requirements, so that we can satisfy our clients and consumers and earn their trust.
- We voluntarily and proactively address environmental issues based on an understanding of their significance to all humanity and their importance to the continuation of business activities.

## **4. Respect of Human Rights and Personality**

- We respect the basic rights of people in our business and will do not discriminate on the bases of race, gender, creed, nationality or religion.
- We value diversity in the workplace and will provide a safe and comfortable working atmosphere to provide satisfaction and opportunity to each employee.

## **5. Communications**

- We make fair and positive public disclosure of information about our Group including its business activities and financial reports to maintain good communication with society.

## **6. Social Contributions**

- We actively seek to contribute to our community as a good corporate citizen.
- We contribute to the development of local regions in our international business activities, respecting not only international rules, local laws and regulations but also local cultures and customs.

## **7. Exclusion of Antisocial Forces**

We will not enter into any business arrangement with antisocial forces that threaten public order and safety.