

# Yamauchi Group CSR Policy

In order to fulfill CSR (Corporate Social Responsibility) from a global perspective Yamauchi Group will act based on the following policies.

## A. Organizational Governance

1. Based on open, fair and clear cooperate culture, we comply the standard outlines seven principles for social responsibility (accountability, transparency, ethical behavior, respect for stakeholder interests, respect for the rule of law, respect for international norms of behavior and respect for human rights) in all activities.
2. In order to achieve the supply of original products and services, we conduct appropriate strategies, objectives and goals regularly.
3. We utilize management resources (fiscal, natural resources, human assets) efficiently. Besides, we formulate BCP (Business Continuity Plan) corresponding to business continuity.
4. We manage our own information and customer's information properly and thoroughly.
5. In case of compliance violation, we take action according to compliance operation rules.

## B. Respect for Human Rights

1. We secure safe and comfortable working environment of everyone in Yamauchi Group and respect rich personality that can demonstrate autonomy and creativity of every executive and employee.
2. We do not discriminate based on race, color, gender, age, language, nationality, religion, disability, and health condition.
3. We set up a counter to solve complaints and take remedial actions.

## C. Labor Practices

1. We comply with Employment Law of the countries involved.
2. We comply with Working Conditions Regulation Law and International Labor Standards.
3. We conduct appropriate interaction with social labor unions.
4. We manage and improve employees' workplace safety and health.
5. We develop and train employees and improve their abilities.
6. We improve employees' satisfaction.
7. We support the life plan of employees.

## D. Consideration for environment

1. We carry our measures against environment pollution.
2. We comply laws and regulations related to environment.
3. We conduct energy conservation, resources saving, waste reduction and recycle to restrict the discharge amount of global warming gases.
4. We disclose information related to environment to handle the complaints.

#### **E. Fair Business Practices**

1. We comply with laws and regulations and conduct fair business.
2. We promote social responsibility of the supply chain.
3. We respect property rights (physical property rights such as lands, buildings, equipment, intellectual property rights such as patents).

#### **F. Consumer (Customer) Issues**

1. We plan appropriate quality management system.
2. We understand customers' needs and respond to the problem due to supplies of products and services properly.

#### **G. Community Involvement and Development**

1. We involve in community actively as a contribution to local community.
2. We create employment and develop ability to alleviate regional poverty and develop the local communities economically and socially.
3. We contribute to community prosperity and income generation.