

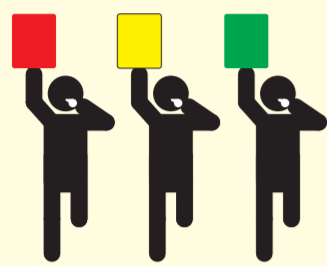
# Haseko Group Sustainable Procurement Guidelines

The Haseko Group shall follow the following guidelines in procuring products, materials, raw materials, labor and other resources in order to fulfill its social responsibility across the entire supply chain.

We would ask our suppliers to understand the purpose of the Guidelines and provide their cooperation.

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## 1. Thorough compliance



- We will comply with laws and regulations of the countries and regions in which we operate.

## 2. Respect for human rights



- We will respect human rights of all stakeholders in the Group's business.
- We will not discriminate on the grounds of race, nationality, birth, belief, religion, sexual orientation, gender identity, age, presence or absence of disability, or other status, or commit any act that harms the dignity of individuals.

- We will eliminate forced labor and child labor.
- We will respect workers' freedom of association, right to organize, right to collective bargaining, and right to collective action.
- We will comply with minimum wage laws for the payment of wages.
- We will put in place proper working hours, days off, and time off work.

## 3. Fair business activities



- We will respect the spirit of antitrust laws aimed at promoting fair transactions and will not commit any unfair act, such as acts that restrict competition or abuse superior bargaining positions.
- We will not offer inappropriate benefits to public employees or equivalent parties.

- We will reject any unjust demands from antisocial forces and will not engage in transactions or business with related companies or use antisocial forces for any reason.
- We will put in place an internal whistleblower system to report cases of misconduct and ensure the anonymity of the whistleblower.
- We will not use intellectual property rights unlawfully.

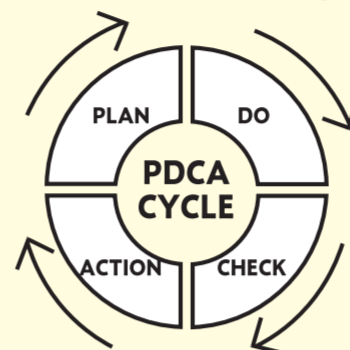
## 4. Commitment to safety and hygiene



**SAFETY  
FIRST**

- We will ensure safety and hygiene for all stakeholders in our business, including our customers and people in the communities where we operate.
- We will ensure thorough safety management at construction sites and surrounding areas and work to prevent labor accidents.
- We will put human life first and work to establish a safe and proper working environment.

## 5. Securing quality



- We will put in place proper management systems to ensure that the quality of our products and services satisfies our customers and strive for higher quality.

## 6. Care for the environment



- We will work to address the prevention of global warming, the development of a recycling-oriented society and the conservation of biodiversity and always act by taking the protection and improvement of the global environment into consideration.

- We will work on energy saving, resource saving and the reduction of CO<sub>2</sub> emissions.
- We will comply with environmental laws and regulations and properly manage and treat harmful substances and waste.

## 7. Proper disclosure of information



- We will disclose necessary information to our customers and society in a timely and proper manner.

## 8. Thorough information security



- We will put in place proper management systems to protect personal information and confidential information.

## 9. Contribution to society



- We will respect the cultures and customs of the countries and regions where we operate and contribute to building a sustainable society through a wide range of businesses relating to housing and living.

## 10. Preparation of the Business Continuity Plan (BCP)



- We will work to establish proper risk management systems to prepare for natural disasters and unpredictable emergencies.



**HASEKO Group**