

Takara Shuzo Sustainability Guidelines			
	Item	Contents	Specific actions
1-1	Ensuring safety and security	Operation of quality management system	Establish and operate a quality management system.
1-2		Ensuring the safety of products and services	Produce and provide products and services that comply with the safety laws, regulations, and standards of each country and region, as well as the safety requirements of the Company and its business
1-3		Providing accurate product and service information	We provide accurate information about products and services to consumers and clients.
1-4		Stable supply of products and services	Have a business continuity plan (BCP), etc. in place to ensure the continuation or prompt resumption of supply of products and services in the event of unforeseen circumstances.
2-1	Consideration for the global environment	Initiatives relating to environmental management system	We establish and operate an environmental management system and strive to minimize the negative impact of our business activities on the environment.
2-2		Efficient use of resources, energy and water, and waste management	In order to make effective use of limited resources, we set voluntary goals relating to resource saving, energy saving, reduction of water consumption, reduction of greenhouse gas emissions, and reduction of waste, and continue to work on improvement measures.
2-3		Prevention of environmental pollution	We comply with environmental laws and regulations, relating to the prevention of air, water, and soil pollution, and take appropriate measures for these issues.
2-4		Respect for biodiversity	If there is a possibility that the operation of our business will have an impact on biodiversity, we will determine the scope of the impact and take improvement measures to minimize its impact.
3-1	Human rights/labor/safety and health	Prohibition of forced and child labor	We do not engage in forced labor (including human trafficking) such as employment against the will of the person or labor with a limited freedom to leave. We also do not employ children under the legal working age of each country.
3-2		Prohibition of discrimination, abuse and harassment	We do not allow any discrimination in employment or any harsh and inhumane treatment, including abuse and any types of harassment.
3-3		Respect for the rights of indigenous peoples and local communities	Respect the land and resource rights, customs, cultures, and religions of indigenous peoples and local communities.
3-4		Proper working hours and wages	We reduce excessive working hours and pay appropriate wages (above minimum wage) by ensuring that employees work appropriate hours in accordance with the laws and regulations of each country.
3-5		Employees' right to organize	We respect the right of employees to organize as a means of realizing discussions between labor and management regarding the working environment and wage levels.
3-6		Ensuring health, safety and hygiene in the workplace	We maintain a work environment that is safe and comfortable for employees, and provide appropriate health management to all employees.
4-1	Compliance with laws/regulations and social norms	Legal compliance	We comply with all laws and regulations of the countries and regions where we carry out our business activities.
4-2		Prohibition of corruption and bribery	We maintain a sound and normal relationship with political and administrative entities, and do not get involved in bribery or make illegal political contributions.
4-3		Prohibition of abuse of dominant position	We do not engage in any conduct that disadvantages our business partners by abusing our dominant position.
4-4		Prohibition of provision or receipt of inappropriate benefits	We do not provide or receive inappropriate benefits in relationships with stakeholders.
4-5		Fair competition	Promote fair, transparent, and free competition and comply with laws and regulations concerning competition.
4-6		Respect for intellectual property	We do not infringe the intellectual property rights of other companies.
4-7		Information disclosure	We proactively provide and disclose information to stakeholders regardless of whether or not disclosure is required by the applicable law or regulation.
4-8		Elimination of antisocial forces	We do not and will not have any relationship with antisocial forces, in any business relations.
4-9		Establishment of whistleblowing system	We establish a mechanism to detect and correct fraud and problems that occur in the company at an early stage.
5-1	Information security	Protection against computer network threats	We take defensive measures against threats on computer networks to prevent damage to our company and others.
5-2		Confidentiality and personal information protection	Appropriately manage and protect the confidential and personal information of the Company, customers, business partners, employees, etc., and comply with all relevant applicable laws and regulations.
6-1	Social contributions	Coexistence with society and the community	We voluntarily carry out activities that contribute to the growth and development of the international and local communities.