



SUPPLIER CODE OF CONDUCT



At KANSAI HELIOS we are committed to complying with the laws and regulations, implementing honest and fair corporate governance practices and strengthening integrity across all business processes. We also aim to build fair partnerships with suppliers and business partners, while taking care of the environment and sustainability in our supply chain.

We expect our suppliers and business partners to share the same values and ethics as we have. This **Supplier Code of Conduct** contains a minimum level of our expected standards and principles based on the **Ten principles of the United Nations Global Compact** and includes 4 key areas, namely:

1.
HUMAN
RIGHTS AND
LABOUR

2.
HEALTH,
SAFETY AND
QUALITY

3.
COMPLIANCE
AND INTEGRITY

4.
ENVIRONMENT

1. HUMAN RIGHTS AND LABOUR

RESPECT OF HUMAN RIGHTS AND HEALTHY WORK ENVIRONMENT

Our suppliers must prohibit inhumane practices such as any harassment based on race, nationality, age, gender, religion, family origin, or physical handicap; and any discrimination, act of violence in the workplace, excessive punishment, forced labour, child labour. We expect our suppliers to respect working time and salary payment in accordance with national laws and internal acts and to foster a culture of open and honest communication.

KANSAI HELIOS requires its suppliers to respect the rights of their employees to freely associate and bargain collectively, in accordance with applicable laws and regulations. Our suppliers must commit to equal treatment of all employees and provide their employees with a workplace free of harsh and inhumane treatment, without any sexual harassment, sexual abuse, corporal punishment, or torture, mental or physical coercion or verbal abuse or the threat of any such treatment. In selecting employees among plural candidates selection should be based on fair and reasonable judgement.

RESPECT OF INTELLECTUAL PROPERTY RIGHTS AND DATA PROTECTION

We expect our suppliers not to reveal confidential data, sales secrets and personal information obtained by doing business, and not to infringe on the intellectual property rights of other companies. All personal data collected and held by our suppliers must be processed fairly, transparently, carefully and in compliance with the locally applicable data protection laws and agreements. The collection of internal and personal data of our suppliers will take place only to the extent necessary to carry out key activities and such data must never be collected or processed for any other purpose.

SUPPLY OF THE FOLLOWING KINDS OF MATERIALS

Our suppliers offer only materials that take into consideration the working environment and human rights of the workers involved:

- Materials that do not infringe on the rights of local residents around the production site.
- Materials that do not contain “conflict” minerals. KANSAI HELIOS suppliers must ensure that the products supplied have not been mined, produced, or manufactured, in whole or in part, using any form of forced or child labour.





2. HEALTH, SAFETY AND QUALITY

ENSURING HEALTH AND SAFETY IN THE SUPPLY CHAIN

The health and safety of our employees and workers across the supply chain is crucial for maintaining the quality and stability of our supply chain. Suppliers should prioritize the safety and health of their employees and the general public in their activities and are encouraged to implement programs that positively impact the health of their employees. We consider the following as minimum requirements for our suppliers:

- **Protect workers** from exposure and physically demanding tasks, ensuring compliance with relevant laws and regulations, and providing suitable personal protective equipment.
- **Establish programs** for identifying, monitoring, and preventing/controlling hazards, with protocols for responding to chemical or biological releases if applicable.
- **Prepare for emergencies** through scenario planning, implementation, and maintenance of emergency plans and response procedures.
- **Provide hazard information** through documents like Safety Data Sheets, ensuring compliance and proper monitoring.

QUALITY FIRST: BUILDING RELIABLE SUPPLIER PARTNERSHIPS

We prioritize maintaining appropriate quality and a stable supply by collaborating with suppliers. We expect them to consistently meet our quality requirements, and we strive to secure the supply in any contingency.

Therefore, one of our main priorities is to build trustworthy relationships. We anticipate suppliers to engage in equal and fair partnerships, continuously improve collaborations, and promote coexistence and mutual prosperity as valued partners. This is crucial for establishing a robust and resilient supply chain in the future.

3.

COMPLIANCE AND INTEGRITY

COMPLIANCE WITH LAWS AND ADHERENCE TO THE HIGHEST ETHICAL STANDARDS

We expect our suppliers to fully comply with all applicable laws and regulations applicable to the business they conduct for KANSAI HELIOS. They are expected to apply the values laid down in this Supplier Code of Conduct or apply equivalent values as well as not to act deviancy against business practice by setting sincerely honest, fair and appropriate terms and conditions in business operations.

- **Stance against corruption:** At KANSAI HELIOS corruption and bribery are always wrong and have no place in our business. It is prohibited to pay, offer or accept bribes to gain commercial advantage or personal benefit. We are all about doing business in a way that builds genuine relationships. Still, we have clearly defined rules regarding exchange of gifts, hospitality and other benefits. We expect the same conduct and practices from our suppliers.
- **Avoiding conflicts of interest:** Decisions our suppliers take with regards to KANSAI HELIOS may not be influenced by personal or private interest. In selecting the partners, selection should be based on the fair and reasonable judgement. Our suppliers must never provide sponsorship or donation to political parties, organisations, or individual politicians to influence transactions with KANSAI HELIOS.

- **Preventing money laundering:** We object to all forms of money laundering. It is key for us that suppliers have internal controls in place to detect, prevent and respond to any suspicious conduct throughout the course of the business relationship.
- **Trade controls:** As a global company we understand all business relationships with domestic and international partners may be subject to trade control laws. It is essential that our suppliers comply with export control regulations applicable to their business and KANSAI HELIOS. Our suppliers should take all the necessary steps to make sure that sanctions regimes are not circumvented, and to prevent our products from falling into the wrong hands.
- **Complying with the antitrust law:** KANSAI HELIOS is fully committed to comply with the antitrust law regime in the countries where we operate in. Our suppliers should compete fairly and comply with anti-trust laws. They must not enter into agreements or practices that have a restrictive effect on competition, such as price-fixing, market allocation or abuse of dominant position.



GRIEVANCE MECHANISM

KANSAI HELIOS encourages its employees and others to raise their concerns as promptly as possible if they become aware of a compliance and integrity malpractice that violates laws or our Code of Conduct. More information about the KANSAI HELIOS Speak Up process you can find [here](#). Our suppliers should provide their employees and others with mechanism for raising concerns about violation or potential violation of laws and the values provided in this Supplier Code of Conduct. Our suppliers should protect confidentiality and prohibit retaliation against those raising the concern.

TRAINING AND AWARENESS

In pursuit of overall compliance and integrity goals, suppliers should establish training measures and awareness activities to equip their employees with an appropriate level of knowledge and understanding of the content of this Supplier Code of Conduct, the applicable laws and regulations and recognized standards.



4.

ENVIRONMENT

ENVIRONMENTALLY RESPONSIBLE OPERATIONS

Acknowledging the growing challenges confronting our planet, KANSAI HELIOS acknowledges its responsibility to minimize environmental impact, particularly within our supply network. Suppliers are expected to conduct operations in an environmentally responsible manner to mitigate adverse effects on the environment. Encouraging the conservation of natural resources, avoidance of hazardous materials, and promotion of the principles of reduce, reuse, and recycle are essential aspects of our sustainable approach.

ENVIRONMENTALLY RESPONSIBLE SUPPLIERS

Our suppliers shall:

- Comply with internationally recognised standards and applicable national regulations and laws regarding the protection of the environment.
- Obtain/maintain all required environmental authorisations, permits, licenses, while also complying with information registration requirements and restrictions.
- Establish, maintain, and continuously improve their environmental management system.
- Implement waste and emission systems to ensure safe handling, movement, storage/ disposal of all wastes, including assessment, management, control and treatment of any waste, wastewater or emissions, with potential adverse impacts on humans or the environment.

- Take necessary measures to prevent environmental damage by identifying and mitigating risks associated with business activities, addressing pollution (air, water, and soil), global warming effects, and negative impacts on biodiversity.
- Develop and manufacture products with reduced environmental load.
- Make reasonable efforts toward transparency and public disclosure of ESG and environment-related data and goals, including requests for participation in disclosure programs.

DELIVERY OF ENVIRONMENTALLY SUSTAINABLE MATERIALS

Our suppliers must provide materials (raw materials, packaging, auxiliary materials, parts, etc.) that do not contain prohibited hazardous substances. Additionally, they are expected to prioritize the conservation of sustainable resources and biodiversity in the sourcing of these materials. This includes materials crafted from reused, reduced, or recycled sources, materials derived from non-edible biomass, and materials designed to minimize greenhouse gas emissions throughout the manufacturing, distribution, and usage phases. Our suppliers should strive to constantly improve their operations to deliver more environmentally friendly materials and reduce environmental load.



KANSAI HELIOS reserves the right to conduct audits or assessments to ensure supplier's compliance and will take appropriate steps regarding our relationship with you if there is a reason for concern.

KANSAI HELIOS encourages suppliers to apply principles set in this Code of Conduct throughout their own supply chains and business environment.

This Supplier Code of Conduct contains general requirements applicable to all suppliers of KANSAI HELIOS. Specific contractual provisions with a higher standard supersede these general requirements. If there is a conflict between the law and this Supplier Code of Conduct, the law prevails.

Company:	
Telephone:	
e-mail:	
Date:	
Stamp and Signature signed by an authorized representative:	



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