



## Nisshin Seifun Group

# Request to Our Valued Suppliers (Supplier Guidelines)

The Nisshin Seifun Group (the “Group”) has recently established the “*Nisshin Seifun Group Responsible Procurement Policy*” based on the “*Corporate Code of Conduct and Employee Action Guidelines*” and the “*Sustainability Principles*”. The Group believes that collaboration across our entire supply chain is essential to realize the sustainable development of society. We respectfully request that each of our valued suppliers understand the purpose and content of these guidelines and put them into practice in your business. We also request our suppliers to encourage your own suppliers to operate within these guidelines.

## 1. Legal Compliance

### (1) Legal Compliance

Ensure legal compliance with all relevant laws and regulations applicable to supplier’s business activities.

### (2) Respect for International Norms of Behavior

Respect international norms of behavior in countries and/or regions where supplier operates, even if such laws and regulations are not formally in place.

## 2. Respect Human Rights and Workers’ Rights

### (1) No Discrimination

Do not discriminate on the basis of gender, age, nationality, ethnicity, race, place of origin, religion, belief, disability, sexual orientation, gender identity, etc.

### (2) No Child Labor / Forced Labor

Do not tolerate the use of child labor under legal working age, any form of forced labor, slave labor, and labor through human trafficking.

### (3) Respect for Workers' Rights

Respect fundamental principles and rights applicable to workers, such as freedom of association and the right to collective bargaining, in accordance with the laws and regulations of each country.

### (4) Fair Wages and Appropriate Management of Working Hours

Pay fair wages in excess of the minimum wage and living wage and manage working hours appropriately, in accordance with the laws and regulations of each country.



(5) Ensuring Employees' Health and Safety

Provide a safe and healthy working environment in compliance with the laws and regulations of each country.

