

Piolax Code of Conduct

Piolax group establishes a basic code of conduct so that all directors and employees in the group perform daily operations with high ethics as sensible workers and members of society.

1. Compliance

We shall comply with domestic and international laws, social norms, and company regulations and act with awareness and responsibilities.

2. Respect of human rights

We shall always respect human rights and shall not engage in any act that may lead to discrimination by sex, age, race, religion, disability, etc.

3. Customer confidence

We shall work to supply products and services of superb function and quality at reasonable prices to satisfy customers.

4. Fair and free competition and transparent relation

- (1) We shall comply with laws and regulations of monopoly prohibition and fair competition in each country and region to promote fair and free competition.
- (2) We shall comply with subcontracting law and conduct honest and fair business.
- (3) We shall maintain transparent and sound relation with business partners. We shall not conduct any unjust and illegal act. Further, we shall not give and receive any entertainment, gift, money, or gratuitous benefit beyond common sense.
- (4) We shall neither relate nor yield to antisocial forces, taking firm action.

5. Proper accounting and sufficient information disclosure

- (1) We shall work to ensure appropriate financial reporting and timely and sufficient disclosure of corporate information.
- (2) We shall not conduct any behavior and act that may cause insider trading or the suspicion.

6. Respect of intellectual property and information management

- (1) We shall respect patent, copyright, and other intellectual property rights and shall not violate those of a third party.
- (2) We shall properly maintain confidential information (including personal information) of Piolax and our customers and contractors to prevent information leak.

7. Ideal and challenging work environment

- (1) We shall comply with laws and company regulations of industrial health and safety to create safe and clean work environment.
- (2) We shall not allow sexual and power harassment.
- (3) We shall esteem individual character and personality and foster free and challenging work environment.

8. Environmental preservation

- (1) We shall be aware of impact of business activities on environment to prevent pollution.
- (2) We shall reduce energy use and waste to preserve global environment.

9. Contribution to community

We shall respect culture and custom of each country and region and endeavor to contribute to sound development of community we belong to.

Established: February 10, 2009