Calbee Group Code of Conduct

The Calbee Group Code of Conduct serves as the foundation for each person working for the Calbee Group to act according to high ethical standards and in keeping with our corporate philosophy.
As a member of the international community, the Calbee Group assures all stakeholders that we adhere fully to the Code of Conduct.

☆ Compliance with Laws and Social Norms

We will comply with laws, social norms, internal and external rules, etc., and carry out business activities in good faith with fairness and justness.

1. **We will strictly manage information owned by the company, including personal information, and will not use or disclose them in violation of laws, social norms, internal, or external rules.**
2. **We will endeavor to protect the company's brand and the intellectual property rights of the company, and will respect and not infringe the legitimate intellectual property rights of third parties.**
3. **We will not improperly damage the profits of the company, such as by inducing profits for one's self or third parties.**
4. **We will have no relationship with antisocial forces or groups that threaten the order and safety of civilian life.**
5. **We will not act unfairly or unjustly with any other party in our relationships with business partners.**
6. **We will comply with local laws and regulations in our relationships with public officials, civil servants, and business partners, and will not give or receive inappropriate gifts, entertainment, money, or other benefits that cannot be explained to others.**

☆ Respect for Human Rights

We will treat all people involved in our business activities with respect at all times and value each other's human rights.

1. **We will not participate in any human rights violations.**
2. **We will also encourage our business partners not to be involved in human rights violations.**
3. **We will not discriminate or harass people on the grounds of race, ethnicity, nationality, religion, beliefs, birthplace, gender, age, disability, sexual orientation, gender identity, etc.**
4. **We will not tolerate any form of forced labor, child labor, or discrimination over employment or occupation.**
5. **We will protect the freedom of association and the right to collective bargaining so that anyone can form a group.**

☆ Conservation and Protection of the Global Environment

We will co-create with stakeholders to work on the conservation and protection of the global environment in order to pass on the blessings of nature to the next generation.

1. **To prevent global warming, we will work to reduce greenhouse gas emissions throughout the value chain and aim for a carbon-free society.**
2. **We will use water carefully, reduce waste, and make effective use of it to work on the realization of a resource recycling society.**
3. **We will endeavor to conserve the natural environment with diversity in ecosystems and biology in order to pass on a global environment that supports affluent lifestyles.**

☆ Contribution to Customers' "Healthy Living"

We will develop and provide products and services that are useful to society, and contribute to the sustainable "healthy living" of our customers.

1. **We will provide safe, secure, and high-quality products and services to earn the satisfaction and high trust of our customers.**
2. **We will endeavor to build a relationship of trust with our customers by providing them with accurate information in a timely manner without the risk of misinterpretation or misunderstanding.**
3. **We will create new value by sharing correct information with our customers and providing them with opportunities for communication such as factory tours and food education so we can learn about appropriate consumption behavior together.**
4. **We will sincerely listen to each customer's voice and strive to embody them in our products and services at all times.**

☆ Active Participation of Diverse Employees

We will work to create a workplace where diverse employees have an awareness of being part of the group and can respect each other and grow together.

1. **We will endeavor to create a work environment where people can work in good physical and mental health, in safety and with peace of mind, and take actions that pay attention to ensuring work safety and hygiene.**
2. **We will respect each other so that we can fully demonstrate each of our diverse abilities and individualities.**
3. **As colleagues who work together, we will foster a free and open organizational culture regardless of employment type, job title, years of experience, etc.,**
4. **We will have a sense of ownership, fulfill the roles and responsibilities required of each of us, take on challenges with enthusiasm, and strive for further self-growth and success.**

☆ Solving Social Issues in Regions and Communities

Through our business, we will work to solve social issues in each region and community and contribute to the realization of a sustainable society.

1. **In order to coexist with local communities that have businesses from raw material production to consumption, we will deepen mutual exchanges with those communities, respect their culture, customs and traditions, and contribute to their development.**
2. **As a good corporate citizen, we will deepen our ties in the areas of "environment (blessings of nature) ," "food (deliciousness, enjoyment), " and "health (wellness)" and actively engage in social contribution activities.**

Established: April 1, 2006
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