

# Sustainability Policy

Shinwa Group (Hereinafter referred to as Shinwa) shall, based on its corporate philosophy consisting of corporate motto, corporate message, corporate mission and corporate action guidelines, respect dialogue with all stakeholders including customers, business partners, shareholders, investors, employees and local communities, and contribute to realizing a sustainable society and achieve our sustainable business growth.

1.    **Sound business activities: aiming to establish mutual trust with the society**  
We aim to be a company that can be trusted by the society. To this end, we shall comply with the laws and regulations, operate in good faith for fair competition, high-quality products and services and strengthened health and safety, and establish high standards of corporate governance.
2.    **Addressing environmental issues: our business activities effective for reducing environmental burdens**  
Our business activities shall be capable of reducing GHG emissions, reducing and recycling wastes, and providing environment-friendly products and services so that a society that values the global environment can be realized.
3.    **Respect for human rights and human resources development: one of our important commitments**  
We shall respect the human rights of all stakeholders regardless of any of their personal attributes such as gender, age, nationality, religion, ethnicity, beliefs, social status, sexual orientation and disability. In addition, we shall develop a workplace where diverse persons can work in both physically and mentally safe and healthy environment, develop a personnel system and an education and training system that facilitate employees' individual highest standards of performance, and develop such human resources that can work positively with challenging innovations.
4.    **Contributing to local communities: social contribution to solve local issues**  
We, in addition to contributing to the society through our business activities, shall, as a corporate citizen, take actions aiming at revitalizing local communities and improving the living environment, i.e. social contribution activities that address local issues and needs, with a view to creating a sustainable society.
5.    **Information disclosure**  
Shinwa shall fairly disclose information in a timely and appropriate manner along the highly transparent management.