



EBARA Group's code of conduct

We have set the EBARA Group's promotion of all of its corporate activities as the foundation for our behavior. We have prepared this report on the basis of that code of conduct.

Chapter of the code of conduct "Officers" herein refers to directors and executive officers, while "employees" refers to all persons that are in employment relations with the companies, including directors, regular employees, counselors, part-timers, and accepted transfer employees; hereinafter called "we/us"		Objective of each chapter	Our responsibilities	The related pages in this report or where reference information is located
Chapter 1	Corporate activities and we in the EBARA group	We will announce our basic stance to be adopted in our corporate activities by the EBARA Group, and we also declare that we will act in accordance with that stance.	1 We will globally provide excellent products and services to solve various problems in society relating to water, air, and the environment and energy.	Pages 6 ~ 7 Pages 8 ~ 9
			2 We will be sufficiently aware of corporate ethics, comply with laws and ordinances, respect the principles of society, and act in accordance with good sense and responsibility.	Pages 23 ~ 25
			3 We will continually strive to reduce the burden that our business activities impose on the environment and to prevent environmental pollution.	Pages 40 ~ 49
			4 We will maintain fair and excellent relationships with stakeholders, and disclose the necessary information.	Pages 2 (Information offered by the EBARA Group)
			5 The top management and officers will take the lead in practicing these standards.	Pages 21 (Compliance action plan by the board members)
			6 We employees of the EBARA Group will engage exclusively and diligently in our jobs to enhance the corporate value of the Group.	Defined in the work rules (nondisclosure).
Chapter 2	Compliance with laws, ordinances, and principles of society.	We set a specific code regarding compliance with laws, ordinances, and principles of society.	We declare that we will not only observe laws and ordinances but also respect the principles of society and strive for corporate actions based on good sense.	Page 17
Chapter 3	Environmental conservation and the EBARA group	We set our regulations for environment conservation in our daily activities, contributions to environmental conservation through business activities, and efforts for environmental management.	We declare that we will give consideration to co-existence with the local community and strive to prevent environmental contamination and continually improve environmental conservation activities through operating the environmental management system.	Pages 40 ~ 49
Chapter 4	Society and the EBARA group	We will set rules about the Group's relationship with society at large, as well as the Group's activities.	1 Contribution to Society.	Pages 34 ~ 35
			2 Abiding by Various Business Laws.	Page 22
			3 Donations and Political Contributions.	Defined in the regulations on authority (nondisclosure).
			4 Severance of Relations with Anti-Social Forces.	Page 22
			5 Complying with Rules of the International Society of Nations and Respecting Its Culture.	Defined in the regulations on security trade control (nondisclosure).
Chapter 5	Customers, shareholders and the EBARA group	Our customers, suppliers, competitors, shareholders, and investors, related with our business, are important stakeholders of our Corporation. We set ways for our relationship with, and actions toward, them.	1 Relationships with Customers, Suppliers, and Competitors: (1) Securing excellent quality and safety. (2) Compliance with Antimonopoly Act, etc. (3) Partnerships with agents. (4) Reception and presentation. (5) Prohibition of giving bribes. (6) Prevention of unfair competition. (7) Respect for rights of other companies and the like.	(1) Pages 27 ~ 29 (2) Page 24 (3) Pages 30 ~ 31 (4) (5) and (6) Pages 22 ~ 25 (7) Defined in the regulations on intellectual property right management (nondisclosure).
			2 Toward Shareholders and Investors: (1) Protection of the rights of shareholders. (2) Disclosure of operational information. (3) Prohibition of insider trading, etc.	(1) Page 32 (2) http://www.ebara.co.jp/ir/ (3) Defined in the EBARA Group's regulations on internal information management and insider trading control (nondisclosure).
Chapter 6	The EBARA Group its employees	We ourselves working in the EBARA Group, the leadership of management, our individual activities at our worksites, and management of corporate assets are taken up, and suitable regulations are provided.	1 The top management and officers will recognize that the Corporation is a public organ of society, and run the company not only based on the principle of compliance but also with lofty goals, thereby fulfilling the economic responsibilities and other social responsibilities of the Corporation.	Pages 4 ~ 5, Page 16, Page 21, Pages 27 ~ 29
			2 Activity Rules at Work Sites (1) Sincere efforts to do our own work. (2) Respect for human rights and creation of work sites that are easy to work in. (3) Prohibition of discrimination and harassment. (4) Prohibition of sexual harassment. (5) Protection of information about individuals. (6) Prohibition of political and religious activities.	(1) (2) (3) and (4) Pages 36 ~ 39 (5) http://www.ebara.co.jp/privacy/ (6) Defined in the work rules (nondisclosure).
			3 Management of Corporate Assets (1) Appropriate account handling. (2) Prohibition of conflict of interest. (3) Protection of tangible/intangible assets of the Corporation. (4) Protection of intellectual properties. (5) Management of corporate secrets. (6) Appropriate use of the information system. (7) Obligations to return assets when resigning.	(1) (2) and (3) Defined in the accounting rules (nondisclosure). (4) Defined in the regulations on intellectual property right management (nondisclosure). (5) and (6) Page 33 (7) Defined in the work rules (nondisclosure).
Chapter 7	Operational setup	We will provide for a setup for operating the Code of Conduct described thus far, in order to make it really effective.	1 Corporate Ethical Committee and the Promotion Setup.	Pages 22 ~ 25
			2 Organizational Units for Reference/Consultation.	
			3 Cases in Which The Code of Conduct is Violated.	Defined in the work rules (nondisclosure).