

Ebara Group CSR Procurement Guidelines

The EBARA Group will pursue mutual prosperity with suppliers by building a long term partnership through fair and equitable procurement activities. CSR (Corporate Social Responsibility) is one of the key focus areas of our corporate activities, with the aim of improving corporate value, achieving continuous growth and furthermore, creating value for society. To realize this, it is necessary for suppliers, as one of our stakeholders, to drive forward CSR activities in the same way as the EBARA Group. Therefore, we have compiled areas in which we need suppliers' cooperation in the form of the Ebara Group CSR Procurement Guidelines below. We ask for all suppliers' understanding and for suppliers to promote CSR activities within their own organizations. In addition, we request all suppliers to abide by this guideline.

1. Compliance

We request strict compliance with the laws, regulations and social norms of the countries related to the transaction, in addition to the implementation of appropriate internal controls including whistle-blowing systems, in suppliers' organizations.

2. Consideration to human rights, health and safety

We request that suppliers respect fundamental human rights by prohibiting all types of unreasonable labor (child labor, forced labor, etc) or discrimination of any type, and providing a healthy and safe working environment. Regarding handling of conflict minerals, which have a high risk of human rights violations, you may see "Conflict Minerals Policy" as attached.

We also ask for suppliers' cooperation in establishing a business continuity management system (e.g., plans/countermeasures for emergency situations, etc.) and conducting of training to prepare for emergency situations (disasters, accidents, etc.).

3. Environmental conservation

We request suppliers to continuously promote activities that reduce the impact on the global environment. Please refer to the "Ebara Group Green Procurement Guidelines" for further details.

4. Ensuring proper quality, price, delivery and safety of products and services

In order to supply satisfactory products and services to our customers, we request suppliers to provide us products and services which are based on safe and superior quality, competitive price, reliable delivery and a stable supply system.

5. Improvement of technical capabilities

We request suppliers to continuously improve their technical capabilities.

6. Information disclosure

We request suppliers to provide and disclose information positively.

7. Information security

We request suppliers to establish a system to properly manage and protect personal and confidential information, and to prevent obtaining, using, disclosing and leaking such information illegally or unreasonably.

8. Protection of intellectual property

We request suppliers to respect intellectual property and not to infringe intellectual property of others.

9. Corruption prevention

We request suppliers to prohibit obstruction and bribery.

10. Dissociation from antisocial forces

We request that suppliers refuse any relationship with antisocial forces.

-Attachment-

Conflict Minerals Policy

The environmental destruction and inhumane acts against local residents by anti-government armed groups in the Democratic Republic of the Congo and its neighboring countries have become serious international issues. Minerals such as tin, tantalum, tungsten and gold being mined in these countries have become a source of financing for the armed groups: these minerals are called “Conflict Minerals.” In responding to the call of the international community for cutting off funding sources from such armed groups, companies are now required to conduct appropriate material procurement avoiding the use of these Conflict Minerals in their products. As a member of global society, we take the issue of Conflict Minerals very seriously and address it as one of the most important CSR issues. We will implement concrete measures, with the support of our suppliers, for material procurement that will not give any advantage to the armed groups engaging in human right abuses.