

# HANSAE CO., LTD.

## CODE OF CONDUCT

This code of conduct generally applies to all of our business partners including suppliers, factories, subcontractors, which collaborate with HANSAE Co., Ltd.

HANSAE respects the moral and honesty and is obliged to work with management to improve working conditions and protect the rights of workers. We describe here basic code of conduct, which all our business partners should comply with, to maintain the business relation with HANSAE Co., Ltd.

### **I. General regulations.**

We require our business partners to comply with all applicable laws and regulations of the countries where they conduct business. Our business partners should meet the legal standard requirement that is related to wages, working environment and safety.

### **II. Environment**

Our business partners should adhere to all applicable environmental local and international laws regarding the protection and preservation of the environment.

### **III. Discrimination**

Our business partners should consider anything but ability in employment practices.

### **IV. Forced labor and Human Trafficking**

Our business partners should not utilize forced labor in any form – prison, indentured, bonded or otherwise. They should have to hire the workers by recruitment not through any broker to prevent trafficked victims from employment.

### **V. Child labor**

Our business partners should hire the workers only over 15 years old and over ages of compulsory education. Even the laws of local children labor allows child labor, the international child labor law would be applied.

### **VI. Wages and working hour**

Our business partners should compensate employees for the rates of the national minimum standard or local industry standards whichever it is higher. Employees working hour should not exceed the legal limitations of the local labor laws.

### **VII. Working conditions**

Our business partners should respect the human dignity of the employees and are obliged to provide the utmost work environment.

- Any form of physical and mental abuse is strongly prohibited.
- All rules, regulations, standards related to working condition and environmental law should be complied with.

### **VIII. Freedom of association**

Our business partners should respect the right of employees to exercise their lawful rights of free association. Employees should not be subject to intimidation or harassment for joining any organization.

### **IX. Anti-bribery declaration**

Bribe request/offer under any circumstances will be considered as a corrupt practice.

### **Monitoring and performance**

Our business partners should follow the code of conduct mentioned above to collaborate with HANSAE Co. Ltd. Any violation of the code would result in requirement for corrective action. Unless our business partners meet those requirements, we would withhold ordering and business relation might be concluded. We will develop and evaluate compliance program continuously to achieve expected results. If you have any comment on this code of conduct, please contact with Compliance Manager of HANSAE Co., Ltd.