

Maruha Nichiro Group Supplier Guidelines

The 2nd Edition (Revised in July 2022)

Maruha Nichiro Corporation

1. Introduction

The Maruha Nichiro Group will work together with its business partners to build a supply chain that practices the 'Group Philosophy' and conducts sincere business activities and its social responsibility through procurement activities.

The Maruha Nichiro Group ensures that the "10 Principles of the UN Global Compact" and International Standard "ISO26000," which set out social responsibility in the areas of human rights, labor practices and environment, etc., are reflected in the 'Maruha Nichiro Code of Conduct' as indexes.

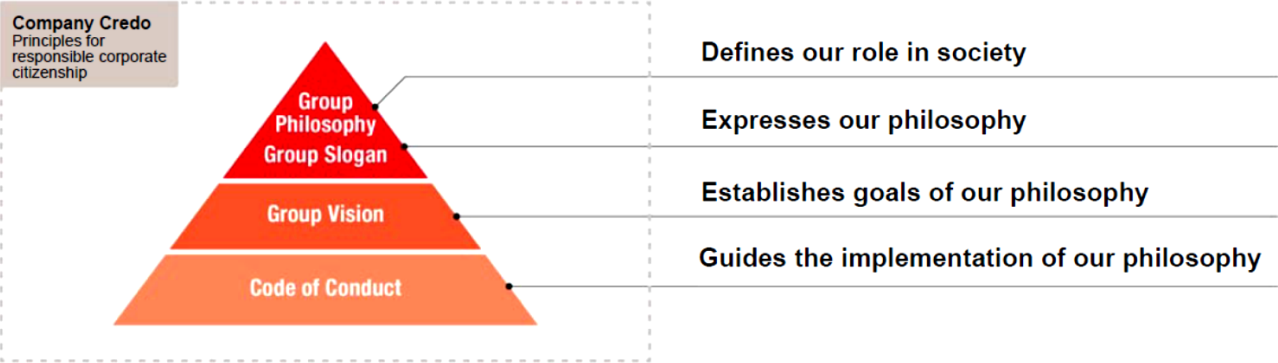
In order to promote social responsibility in the supply chain based on the above philosophy, it is essential for our business partners to understand and cooperate with the philosophy of the Maruha Nichiro Group.

We have established new 'Supplier Guidelines' to provide our business partners with value. We request that our business partners actively address these guidelines in order to enhance the competitive advantage of the supply chain among our business partners and the Maruha Nichiro Group and to contribute to sustainable development of society.

Group Philosophy

Maruha Nichiro Group aims to be an essential part of society by improving everyone's daily life with wholesome, safe and healthy food.

Group Philosophy System



2. Guidelines

I. Organization Governance

Compliance with Laws and Regulations

- We request that you comply with laws and regulations as well as ethical and social norms of each country.

Proper Export and Import Control

- We request that you conduct proper export and import control, based on the related laws and regulations.

Information Disclosure

- We request that you actively disclose information to stakeholders.

Exclusion of Antisocial Force

- We request that you not commit any acts, directly or indirectly, whether in Japan or overseas, which would promote activities of antisocial forces and groups that pose a threat to the order and safety of civil society.

Eliminate IUU fishing

- We request that you ensure that the marine products you procure are not involved in IUU fishing through thorough traceability.

II. Human Rights

Prohibition of Forced Labor and Child Labor Practices

- We request that you exclude or not be complicit in forced labor or child labor practices in any form that infringes on fundamental human rights.

Prohibition of Harassment

- We request that you exclude any forms of harassment that infringes on fundamental human rights.

Prohibition of Discrimination

- We request that you eliminate discrimination in employment and occupation that infringes on fundamental human rights.

III. Labor Practices

Securing Health of Employees and Safety of Workplace

- We request that you secure a workplace environment that maintains the safety and health of employees.

Human Development and Training at Workplace

- We request that you develop the skills of employees and provide opportunities for career advancement of employees.

Respect of Right to Organize

- We request that you respect the rights of workers to organize.

Payment of Proper Wages

- We request that you pay wages in compliance with statutory minimum wages and prohibit unjust reductions in wages.

Management of Appropriate Working Hours

- We request that you properly manage holidays and leave of employees in compliance with statutory working hours.

IV. Consideration of the Environment

Operation of Management System

- We request that you establish and operate an environmental management system in your organization.

Protection of the Global Environment and Reduction of Load

- We request that you make efforts to reduce the environmental load, prevent environmental pollution and protect the global environment.

Management and Reduction of Chemical Substances

- We request that you make efforts for proper management and reduction of chemical substances.

Use of Sustainable Resources

- We request that you make use of sustainable resources and energy and efforts to reduce waste.

Reduction of Greenhouse Gas

- We request that you make efforts in consideration of global warming.

Consideration of Biodiversity

- We request that you make efforts in consideration of biodiversity and the ecosystem in your business activities.

Environmentally Friendly Products

- We request that you actively make efforts for environmental considerations with respect to products delivered, packaging materials and other goods as well as the manufacturing process.

V. Fair Business Practices

Conducting Fair and Sound Transactions

- We request that you conduct procurement based on competitive quotations in principle and provide your suppliers with fair opportunities for entry.

Thorough Anti-Corruption

- Maruha Nichiro Group prohibits the transfer of inappropriate personal interests, including entertainment and gifts that deviate from the business practices of the country and region. We request that you never allow conflicts of interest with your individual suppliers.

Information Management and Respect of Intellectual Property Rights

- We request that you manage know-how and confidential information of Maruha Nichiro Group and respect intellectual property rights of third parties and request that you not conduct unauthorized use or infringement of rights.

VI. Consumer Issues

Quality Assurance

- We request that you maintain the quality of products and services that satisfy the requirements of the Maruha Nichiro Group. We also request that you comply with laws and regulations, codes and voluntary standards, etc., presented by the Maruha Nichiro Group with respect to the quality of products delivered to us and to assure them.

Securing Safety and Health

- We request that you prevent health hazards, provide accurate traceability information, comply with safety and health standards provided for in laws and regulations of each country and secure a level satisfying the requirements of Maruha Nichiro.

Stable Supply and Aftersales Service

- We request that you make efforts to ensure a stable supply that corresponds to demands of customers and markets.
- We request that you provide responsible aftersales service for the delivered goods and services.

Information Disclosure

- We request that you make accurate and fair disclosure of information.

Protection of Personal Information

- We request that you properly manage personal information.

VII. Participation in the Community and Development of Community

Contribution to Regional Community

- We request that you respect the regional culture and fulfill your role as a member of the regional community and conduct activities that contribute to growth and development of society.

VII. Establishment of Sustainable Supply Chain

Deployment to Supply Chain

- We request that you ask for cooperation and provide guidance to your business partners to establish a sustainable supply chain.

3. Monitoring

We request that our business partners cooperate in regular inspections and on-site visits by Maruha Nichiro staff as needed.

If any cases not complying with these Guidelines are discovered, we will request that you conduct improvement, and provide support necessary for resolutions.

Established in December 2017

Revised in July 2022