

JUKI Group Supplier Code of Conduct

JUKI Group (hereinafter referred to as the “Company”) aims to build a sustainable supply chain and establish long-term coexistence and mutual prosperity with our suppliers based on mutual trust, while fulfilling our respective social responsibilities.

We request all business partners who are suppliers of the JUKI Group to comply with the following requirements. We ask that, under the commitment of management, you establish and maintain an appropriate management system to ensure the effective implementation of these initiatives. We also ask for your cooperation in confirming compliance with this Code of Conduct.

1. Compliance with Laws and Regulations

- Comply with all applicable laws and regulations in every country and region where you conduct business.
- Do not engage in bribery, corruption, or fraudulent activities, and conduct business activities with integrity.
- Completely eliminate any relationship with antisocial forces or organizations.

2. Fair and Equitable Business Practices

- Conduct business transactions honestly and fairly based on the principles of fair competition.
- Do not abuse a dominant bargaining position or engage in unfair business practices.
- Comply with contractual terms and transaction conditions, and conduct business with a high level of transparency.

3. Respect for Human Rights and Appropriate Working Conditions

- Do not engage in any human rights violations, including forced labor, child labor, or human trafficking.
- Respect diversity among employees and ensure a workplace free from discrimination and harassment.
- Comply with applicable laws and regulations regarding working hours, wages, and leave.
- Recognize the risks associated with conflict minerals and engage in responsible mineral sourcing.

4. Safe and Healthy Working Environment

- Comply with laws and regulations concerning occupational safety and health, and establish an appropriate management system to prevent accidents and health hazards.
- Maintain and continuously improve a safe, hygienic, and healthy working environment in which employees can work with confidence.

5. Environmental Conservation Initiatives

- Comply with environmental laws and regulations and strive to reduce environmental impact.
- Promote the reduction of greenhouse gas emissions, efficient use of resources and energy, waste reduction, and recycling.
- Engage in environmental conservation activities in accordance with the “Green Procurement Guidelines” established by JUKI.
- Actively cooperate and take initiatives with the Company in environmental conservation and sustainability activities.

6. Quality, Safety, and Stable Supply

- Provide products and services that meet the quality standards and safety requirements specified by the Company.
- Maintain a stable supply system and work to ensure business continuity and reduce supply risks.
- In the event of a problem, promptly share information and cooperate in corrective actions and measures to prevent recurrence.

7. Information Management and Protection of Intellectual Property

- Properly manage confidential information and personal information obtained through business transactions, and prevent unauthorized disclosure or leakage to third parties.
- Respect intellectual property rights and do not engage in any infringement of such rights.

8. Communication and Continuous Improvement

Ensure that this Code of Conduct is thoroughly communicated to and understood by your employees, and engage in continuous improvement activities to enhance its effectiveness.

In addition, communicate the contents of this Code of Conduct to your own business partners, including subcontractors and outsourced service providers, and encourage them to comply with its requirements, thereby working to ensure responsible business operations throughout the entire supply chain.

This Code of Conduct may be revised in response to changes in the social environment, laws and regulations, or business circumstances. Together with our suppliers, JUKI Group aims to build a more sustainable and trusted supply chain.