

Company Social Responsibility (CSR) Code of Conduct

(1) Compliance with Laws and International Norms

Nagaoka International Corporation (hereinafter referred to as “NIC”) is committed to complying with applicable laws and regulations in our home country and in countries/regions where NIC conducts business, respects international codes of conduct.

(2) Human Rights and Labor

NIC is committed to complying with relevant laws and regulations, referring to international human rights standards including the ILO's core labor standards, and respecting workers' human rights and the right to organize.

(3) Safety and Health

NIC is committed to complying with relevant laws and regulations, also taking into account international guidelines, including the ILO's Occupational Safety and Health Guidelines. NIC strives to minimize work-related injuries and physical and mental illness among workers and establish safe and hygienic working environments.

(4) Environment

NIC actively addresses global environmental issues such as resource depletion, climate change, and environmental pollution. NIC also considers local environmental concerns including the health and safety of people in the communities in which NIC operates business.

(5) Fair Business Practices and Ethics

Not only complying with basic legal compliance, NIC also conducts its business activities in accordance with their own high ethical standards.

(6) Quality and Safety

NIC ensures the safety and quality of its products and services and is committed to providing accurate and reliable information.

(7) Information Security

NIC is committed to protecting confidential and personal information and continuously enhancing information security across its operations.

Note: The original document is issued in Japanese language. If any discrepancies in translation, the Japanese version shall be prevailed.

(8) Business Continuity Planning

NIC is committed to promptly resuming operations and ensuring continuity of supply in the event that NIC or its business partners are affected by large-scale natural disasters or other incidents.