

Corporate Code of Conduct

Inoue Perfumery MFG will contribute to the sustainable development of society while aiming for sustainable development as a company, through sound business activities.

1. Compliance with Laws

We will comply with the laws and regulations of home and abroad in every business activities. We will also conduct sound business in accordance with social ethics.

2. Respect for Human Rights

We will respect human rights and eliminate discrimination based on race, ethnicity, religion, nation, social status, sex, age, or disability.

3. Environmental Consideration

We will conduct business conducive to a low-carbon society and a resource-circulating society, and contribute to building a sustainable society in which there is harmony between the economy and the environment. At the same time, we will take into account biodiversity conservation.

4. Work Environment

We will respect diversity, personality, and individuality and realize fair treatment to our employees. In addition, we will create a safe and comfortable working environment where each person can fulfil their abilities and vitality.

5. Earning the Trust of Customers and Consumers

We will offer products and services that meet the needs of customers and consumers, provide accurate information about them, and protect and manage customer information appropriately.

Moreover, we will earn the trust of customers and consumers by taking the voices of customers and consumers seriously and responding appropriately.

6. Mutual Growth with Business Partners

We will build business relationships based on fair rules, establish trust with our business partners through smooth communication, and promote mutual growth.

7. Coexist in harmony with Local Communities

We aim for the sound growth of the region and coexist with the local communities through proactively participating in activities that contribute to a comfortable, safe and secure life.

8. Understanding and Support from Investors and Funders

We attain understanding and support from our investors and business funders through fair and transparent corporate management.

9. Sound Relationships with Political Bodies and Government Agencies

We will maintain a sound and transparent relationship with the government and political bodies, break off any collusion with them, and act fairly.

10. Standing against Antisocial Forces

We will take a firm and resolute attitude against antisocial forces or organizations that threaten social order or safety, and reject any connection with them.

April 20, 2022

President & CEO **Hiroyuki Inoue**